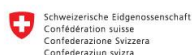


Graduates Tracer Study

2016-2025 Provider-Level
Comparative Report



A project of the Swiss Agency for
Development and Cooperation SDC



Swiss Agency for Development
and Cooperation SDC

In partnership with:



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GRADUATES TRACER STUDY

Provider-Level Comparative Report

Labour Market Outcomes of the 2025 Graduate Cohort and Ten-Year Trends

Data collected: June 2026

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About Skills for Jobs

[Skills for Jobs \(S4J\)](#) is a project of the Swiss Agency for Development and Cooperation (SDC), implemented by Swisscontact, which aims to address the main challenges in Vocational Education and Training (VET) in Albania. Since October 2015, the Skills for Jobs (S4J) project has been supporting the government and other stakeholders in building a high-quality VET system in Albania, inspired by the Swiss model. In its third phase (2024 - 2028), with a particular focus on sustainability, the project is committed to sharing and further developing the knowledge and experiences gained at the system level, in close cooperation with partner schools.

Disclaimer

The findings and opinions presented in this report do not necessarily represent the views of the Swiss Government or the Swiss Agency for Development and Cooperation (SDC). The analyses reflect the perceptions of the graduates and are not intended to be a conclusive assessment of the issues under consideration.

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Acronyms

ALL	Albanian Lek
CASI	Computer Assisted Self-Interviewing
ICT	Information and Communication Technology
INSTAT	Institute of Statistics (Albania)
N	Sample size (Number of respondents/cases)
S4J	Skills for Jobs
SDC	Swiss Agency for Development and Cooperation
SPSS	Statistical Package for the Social Sciences
VET	Vocational Education and Training
p.p.	Percentage Points

Executive Summary

This report presents the findings of the tenth edition of the tracer study conducted with graduates from six vocational education and training (VET) providers supported by the Skills for Jobs (S4J) project. The 2025 study surveyed 583 graduates from the 2024-2025 cohort, achieving a response rate of 96.5%. It presents the main findings for 2025 and highlights key trends observed over the ten-year period (2016-2025). The findings are organised into six thematic areas as follows:

Employment outcomes of graduates

- In 2025, 70.8% of graduates were employed or self-employed within one year after graduation, nearly identical to 70.7% in 2024. Of these, 47.5% were employed, 12.3% self-employed, and 11% combined work with further studies.
- Employment participation increased substantially over the decade, from 33.3% in 2016 to 70.8% in 2025, stabilising at around 71% in recent years (cohort 2021-25).
- A persistent gender gap remains in employment, with 75% of male graduates employed compared with 55% of female graduates, although the gap narrowed from 28 p.p. in 2024 to 20 p.p.
- The share of graduates employed or self-employed was highest in Tourism-Hospitality (78.7%), Economy-Business (75%) and Electrotechnics (74.1%).
- The share of employed graduates who started working before graduation reached 73.9% in 2025, compared with 35.3% in 2016, indicating a substantial improvement in early labour-market entry.
- In 2025, 74.3% of employed graduates earned more than ALL 50,000 per month, including 13.8% earning above ALL 120,000. Historical data suggest a shift towards higher nominal earnings, with 35% earning more than ALL 80,000 in 2024, compared with 2.3% in 2016. However, revised income categories in 2025 limit direct comparisons with previous cohorts.
- In 2025, personal connections remained the most common method to a first job but continued to decline (52.2% in 2025, from 55.3% in 2024 and 76.7% in 2016). Job advertisements became the second most common channel (18.8%, the highest since 2016), followed by apprenticeships in businesses (17.3%). Among graduates who found their first job through an apprenticeship, 76.3% remained with the same business, the highest share recorded.

Status of employed graduates

- In 2025, 84.5% of employed graduates worked full-time, while 42.2% held open-ended contracts and 23.8% fixed-term contracts. However, 32.6% reported working without a contract, up from 29.8% in 2024.
- Just over half of employed and self-employed graduates (52.4%) worked in jobs related to their field of study, down from 54.8% in 2024. Alignment was highest in Tourism-Hospitality (84.3%), followed by Electrotechnics (51.5%) and Thermohydraulic (50%).

- The main reasons for working outside the field of study were the inability to find a related job (44.8%) and better pay or working conditions elsewhere (29.1%).
- Perceived job security improved, with 70.4% feeling secure or very secure, compared with 64.4% in 2024. Job satisfaction remained high at 70.9%, broadly unchanged from 71.5% in 2024.
- 79.5% of employed graduates reported that their employer paid social and health insurance contributions (76.3% in 2024), while 12.6% reported that it did not and 7.9% did not know.

Status of self-employed graduates

- Self-employment reached 12.3% in 2025, up from 10.3% in 2024 and the highest share recorded in the ten-year series.
- Working in a family business remained the most common form of self-employment (47.2%), while 19.4% had started their business before graduation.
- The share of self-employed graduates working in activities related to their studies increased to 56.9%, from 45.3% in 2024, reversing the decline observed in previous years.
- Among those working outside their field of study, 45% cited other reasons, often linked to family businesses, while 26% reported being unable to find related employment.

Status of unemployed graduates

- In 2025, 16.6% of the 583 graduates surveyed were unemployed, almost unchanged from 16.5% in 2024 and well below the 35.6% recorded in 2016. Among them, 64.9% were actively seeking employment, while 35.1% were not, compared with 70.2% and 29.8%, respectively, in 2024.
- The main perceived reasons for unemployment were available job opportunities unrelated to their studies (31.3%), lack of contacts or networks (25%) and insufficient work experience (21.9%).
- Among unemployed graduates, 42.3% had been employed at least once after graduation, compared with 39.3% in 2024.
- Among those not actively seeking employment, the main reasons were not wanting to work at the time (32.4%), plans to leave the country (23.5%) and expecting to start a job soon (20.6%).

Graduates pursuing further qualifications

- In 2025, 11.3% of graduates were pursuing further education or training, almost unchanged from 11.4% in 2024.
- University education remained the most common pathway, chosen by 95.5% of those continuing their studies, the highest share recorded over the decade.
- The share pursuing qualifications related to their previous vocational education declined to 69.7%, from 79.2% in 2024.

- Obtaining a higher qualification remained the main motivation for further studies (68.2%), followed by improving employment opportunities (16.7%) and pursuing a different professional career (10.6%).

Retrospective evaluation of the provider

- Career guidance (34.1%) and job-search assistance (33.4%) remained the main forms of school support, while 26.2% of graduates reported receiving minimal assistance.
- In 2025, 45% of graduates considered the knowledge acquired at school helpful or extremely helpful in their current jobs, compared with 46.8% in 2024. A further 43% considered their current job very or extremely related to their studies.
- Across the decade, perceptions of the usefulness of school-acquired knowledge have fluctuated, without a clear sustained improvement.
- In 2025, graduates continued to prioritise strengthening apprenticeships in businesses (65%), collaboration with businesses (64%) and practical learning at school (63%).
- Graduates' willingness to choose the same field of study or institution again remained high. In 2025, 85.9% reported that they would choose the same field of study again, up from 80.2% in 2024 and the highest level recorded since 2018. Similarly, 82.8% indicated that they would choose the same institution again.
- Starting their own business remained the leading career ambition (47.5%), followed by finding employment related to their studies (29.3%). Entrepreneurial aspirations increased considerably from 16.4% in 2016, while intentions to emigrate (11.3% in 2025) remained below the levels recorded during 2018-2021.

Overall conclusions

Ten years of tracer data show clear improvements in graduates' labour-market outcomes. Employment and self-employment have risen substantially and stabilised at around 71% in recent years. Most employed graduates now enter the labour market before or shortly after graduation.

Challenges remain, however. Despite stronger overall employment rates, alignment between qualifications and the jobs graduates hold has shown no consistent improvement over the decade and still varies across fields. This gap underlines the distinction between simply finding employment and securing work that is both high-quality and relevant to the training received.

Outcomes also continue to differ by gender. In addition, graduates consistently point to the need for stronger work-based learning, closer cooperation between schools and businesses, and improved career guidance. Continued focus on these areas can help raise both the quality of employment and the relevance of vocational programmes. When comparing results across years, changes in cohort composition and in response categories should be taken into account.

Introduction

This is the tenth annual provider-based tracer study of graduates from the six VET schools supported by the Skills for Jobs (S4J) project. The study tracks what happens to graduates roughly one year after they leave school: whether they find work, how relevant that work is to their training, and how they view the education they received.

The 2025 round covers the 2024-2025 cohort (583 respondents, 96.5% response rate) and places the results in the context of the full ten-year series (2016-2025). The data help schools and the project see which programmes lead to better employment outcomes, where mismatches persist, and which aspects of training graduates still want strengthened.

Findings are presented by employment status, field of study, working conditions, job-study match, further education, and graduates' own assessment of their schools.

I. Methodology

The tracer study follows an institutional (provider-based) model and has been implemented annually since the 2015-16 baseline cohort across six partner VET schools: 'Kolin Gjoka' (Lezha), 'Kristo Isak' (Berat), 'Pavaresia' and 'Tregtare' (Vlora), 'Gjergj Canco' (Tirana), and 'Hamdi Bushati' (Shkodra). This edition reports findings for the 2024-25 cohort and compares them with earlier waves. The analysis is based on self-reported survey data collected in June 2026, approximately one year after graduation.

Provider-based tracing is a practical instrument for assessing how well individual VET providers prepare graduates for labour-market entry and further learning. It also complements tracing arrangements at system level.¹

The study has two core objectives:

- to measure empirically the labour-market outcomes and destinations of VET graduates (objective indicators);
- to assess the link between education and work through graduates' retrospective evaluation of the relevance of their training, the skills acquired, and the study conditions and provisions (subjective indicators).

Each annual cycle comprises three phases:

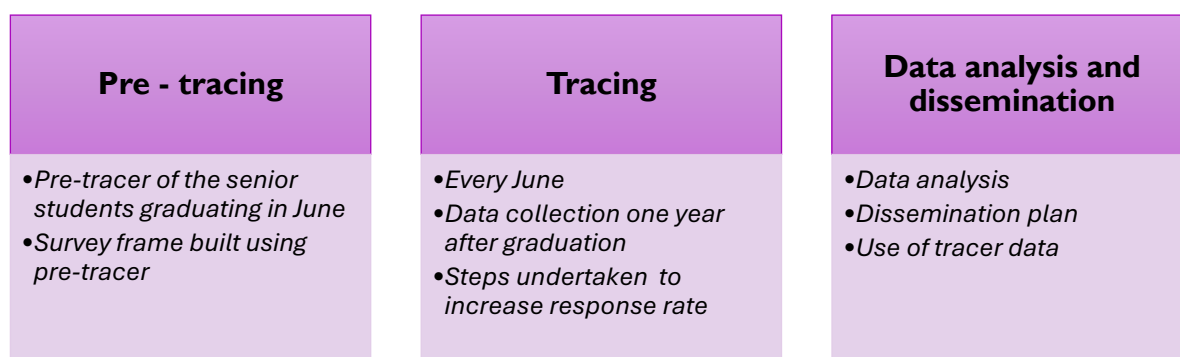
1. **Preparation** (pre-tracing): The study design, target population (the graduating cohort) and reference period after graduation are defined. A pre-tracer questionnaire is administered to prospective graduates, typically in May, three to four weeks before they leave the institution.

¹See Schomburg (2016) for a more detailed overview of institutional tracer studies.

Its aim is to collect baseline information on career intentions and expectations, socio-demographic characteristics, and contact details.

2. **Tracing:** Data are collected through a quantitative, cross-sectional design. Since 2017 a standardised questionnaire with a stable core module has been used; items are reviewed annually to remain relevant to developments in the Albanian VET system and labour market. Given the small size of each provider's graduating cohort, a census approach is applied. Data collection uses Computer-Assisted Self-Interviewing (CASI) via the Kobo Toolbox² platform.
3. **Data Cleaning and Analysis:** After cleaning, data are processed in SPSS to produce descriptive and relational statistics. Individual reports are prepared for each provider, together with a comparative report. Findings are discussed with VET providers in dedicated participatory workshops to support quality assurance, curriculum review and labour-market alignment.

FIGURE 1: PHASES OF IMPLEMENTING A PROVIDER-BASED TRACER



Sampling

The 2025 cohort included 583 respondents out of 604 graduates from the six partner schools, giving a response rate of 96.5%, the highest recorded since the study began (88% in 2024). Detailed response rates by school are in Appendix A. At the time of the survey, 91.9% of graduates were living in Albania and 8.1% were living abroad.

As shown in Table 1, Gjergj Canco' accounted for the largest share of graduates in 2025 (36.7%, up from 32.9% in 2024), followed by 'Hamdi Bushati' (22.5%) and 'Kolin Gjoka' (12.7%). The remainder were from 'Pavaresia' (12.5%), 'Tregtare' (9.3%) and 'Kristo Isak' (6.3%).

² (<https://www.kobotoolbox.org/>)

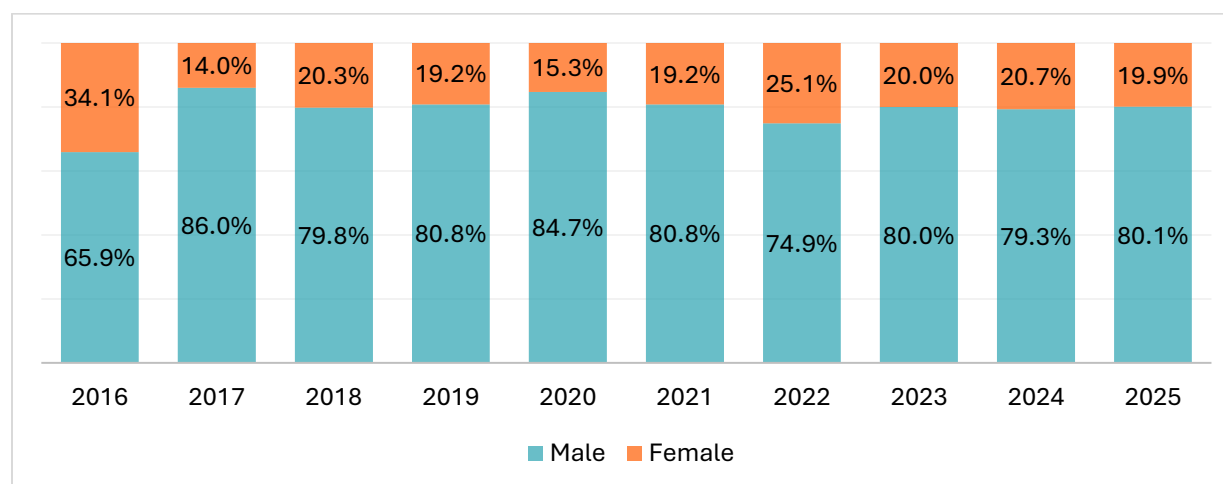
TABLE 1: SAMPLING BY VET PROVIDERS, 2016-2025 (%)

VET provider	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Tregtare	6.1	5.2	11.2	10.6	11.4	10.5	10.6	11.2	7.6	9.3
Pavaresia	15.2	16.0	15.1	13.5	18.6	20.6	17.5	15.5	15.3	12.5
Kristo Isak	30.3	2.2	17.4	5.4	7.0	6.5	6.1	5.9	7.0	6.3
Kolin Gjoka	48.5	18.2	11.4	13.5	17.3	19.7	18.5	15.3	14.3	12.7
Hamdi Bushati	0.0	25.1	14.9	13.8	15.9	15.8	25.0	29.0	22.9	22.5
Gjergj Canco	0.0	33.3	30.0	43.2	29.8	26.9	22.4	23.3	32.9	36.7

Base: N (2016) =132, N (2017) =363, N (2018) =403, N (2019) =407, N (2020) = 554, N (2021) = 588, N (2022) = 577, N (2023) = 511, N (2024) = 516, N (2025) =583

Males represented 80.1% of the 2025 cohort and females 19.9%. The gender balance remained largely stable compared with recent years. Although the share of female graduates has increased slightly over the decade, a clear imbalance continues across the partner schools.

FIGURE 2: SAMPLING BY GENDER, 2016-2025



Base: N (2016) =132, N (2017) =363, N (2018) =400, N (2019) =407, N (2020) = 554, N (2021) = 588, N (2022) = 577, N (2023) = 511, N (2024) = 516, N (2025) = 583

The distribution of graduates by direction/field of study in 2025 was as follows: 29.3% from 'Information and Communication Technology (ICT)', 26.6% from 'Tourism-Hospitality', and 18.5% from 'Electrotechnics'. For the first time since the study began, ICT represented the largest share of graduates, increasing by 7.4 percentage points (p.p.) compared to 2024 (from 21.9% to 29.3%).

The share of graduates in Economy-Business rose slightly to 11.7% (from 10.3% in 2024), interrupting its long-term decline from 44.7% in 2016. Tourism-Hospitality remained relatively stable (26.6% compared to 27.3% in 2024), while Electrotechnics decreased by 2.6 p.p. Directions such as Mechanics (1.5%), Transport Vehicle Services (2.2%) and Thermohydraulic (0.9%) also recorded lower shares compared to 2024. See Table 2 for the full distribution by field of study over time.

TABLE 2: DISTRIBUTION OF RESPONDENTS BY FIELD OF STUDY, 2016-2025 (%)

Field of study	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Economy - Business	44.7	27.2	16.0	19.2	16.6	11.9	9.4	10.8	10.3	11.7
Electrotechnics	6.1	13.1	17.0	23.6	24.2	18.5	15.9	18.8	21.1	18.5
Tourism - Hospitality	10.6	15.5	24.8	16.2	26.7	29.9	39.9	39.1	27.3	26.6
Thermohydraulic	2.3	0.9	1.0	2.2	2.5	1.4	2.3	2.2	2.1	0.9
Mechanics	0.8	4.2	3.8	3.2	3.2	5.8	2.8	3.3	3.3	1.5
Transport Vehicle Services	3.0	5.1	4.8	3.2	5.4	4.9	3.1	3.1	3.1	2.2
Food technology	0.0	0.0	1.0	0.0	0.0	0.0	0.0	2.5	1.7	1.2
Textile	0.0	3.9	2.8	3.4	2.0	2.0	3.1	1.2	2.9	2.1
ICT	10.6	19.7	13.5	17.4	19.3	22.6	20.8	14.3	21.9	29.3
Social and Health Services	0.0	0.0	0.0	0.0	0.0	2.9	2.8	4.7	6.2	6.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Base: N (2016) =132, N (2017) =335, N (2018) =400, N (2019) =407, N (2020) = 554, N (2021) = 588, N (2022) = 577, N

(2023) = 511, N (2024) =516, N (2025) = 583 **Note:** The 2016 total for the fields shown is 78.1% because “Office Administration” (~22%) is not included in the table.

Note on comparability: Year-on-year comparisons should be interpreted with caution, as the composition of graduate cohorts has changed over time, particularly in terms of the distribution of respondents by field of study. These differences may influence observed trends in labour-market outcomes.

II. Tracer results

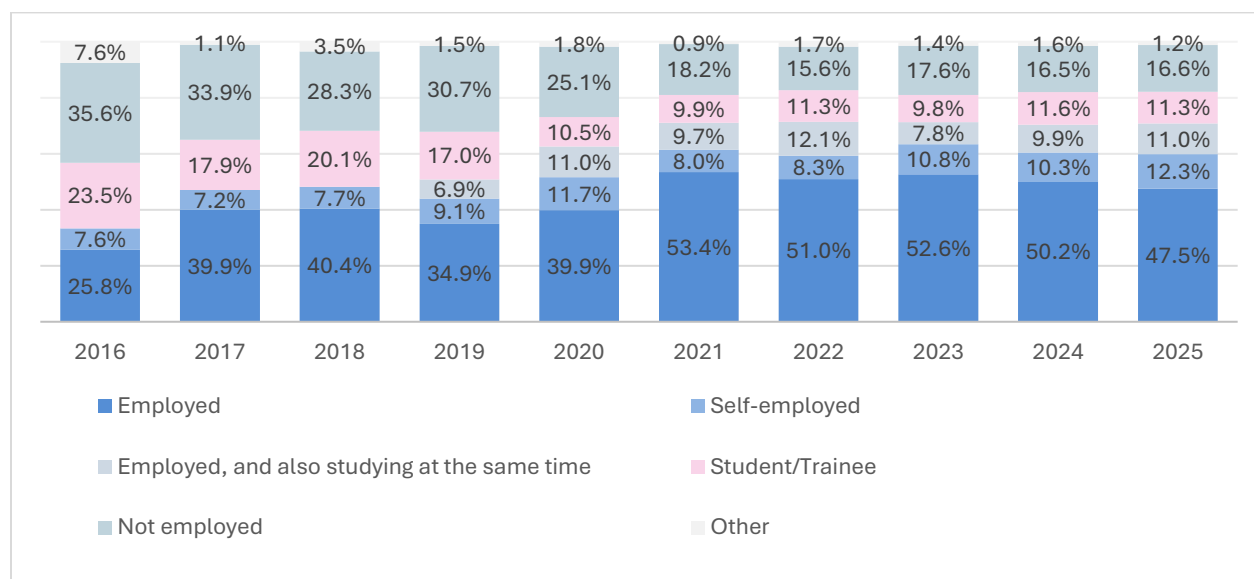
This section presents the tracer results for the 2025 cohort and compares them with trends observed in earlier waves of the study.

Employment outcomes of graduates

Twelve months after graduation, 70.8% of the 2025 cohort were in employment (Figure 3). This total breaks down as 47.5% in dependent employment, 12.3% self-employed, and 11.0% combining work with further studies. The overall rate was almost unchanged from 70.7% in 2024.

Among those in employment, 12% worked abroad (14.2% in 2024). Unemployment stood at 16.6% (16.5% in 2024), while 11.3% were studying or in training only (11.4% in 2024).

FIGURE 3: LABOUR MARKET OUTCOMES ONE YEAR AFTER GRADUATION, 2016-2025



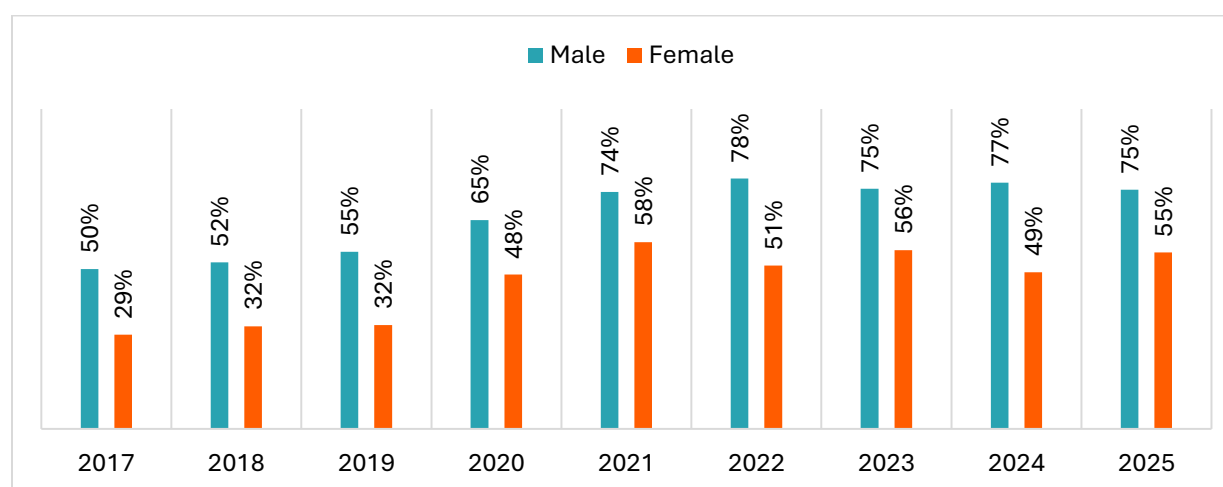
Base: N=583

The share of graduates in employment or self-employment rose from 33.3% in 2016 to 62.6% in 2020 and has remained stable at around 71% since 2021. Over the same period unemployment fell from 35.6% to 16-18%, while the share of graduates studying or in training only declined from 23.5% to around 11%. The 2025 results confirm this sustained employment level and show a continued gradual rise in the share of graduates who combine work with further studies.

Figure 4 shows that a substantial gender gap in employment persists. In 2025, 75% of male graduates were employed compared with 55% of female graduates, a difference of 20 p.p. The gap narrowed from 28 p.p. in 2024 (77% of men versus 49% of women). Female employment rose by 6 p.p., while male employment fell by 2 p.p.

Female employment peaked at 58% in 2021, fell to 49% in 2024, and recovered to 55% in 2025. Male employment rose from 50% in 2017 to a high of 78% in 2022 and has since remained in the 75-77% range. Both groups have improved over the full period, but the male rate has stayed clearly above the female rate every year.

FIGURE 4: EMPLOYMENT RATE OF GRADUATES ONE YEAR AFTER GRADUATION, BY SEX, 2016-2025 (%)



Base: N (2016) = 132, N (2017) = 363, N (2018) = 403, N (2019) = 407, N (2020) = 554, N (2021) = 588, N (2022) = 577, N (2023) = 511, N (2024) = 516, N (2025) = 583

Note: Results are rounded to the nearest integer. Due to rounding, percentages may not always appear to add up to 100%. Only for employed graduates.

Labour-market outcomes by field of study

As shown in Table 3, the share of graduates employed or self-employed one year after graduation varied across fields of study. In 2025, the highest shares were recorded in Tourism-Hospitality (78.7%), Economy-Business (75%) and Electrotechnics (74.1%).

Compared to 2024, 'Economy-Business' recorded the strongest increase (+14.6 p.p.), reaching its highest share employed or self-employed since 2016, while 'ICT' recovered by 11.2 p.p. and reached its highest level to date. Tourism-Hospitality fell by 7.1 p.p. from its 2024 peak but remained the best-performing field. Electrotechnics was broadly stable (-1.1 p.p.).

Unemployment declined in Economy-Business (from 26.4% to 19.1%) and in ICT (from 17.7% to 15.8%). It rose in Tourism-Hospitality (from 9.9% to 14.2%). The share of ICT graduates whose main activity was further study or training fell from 26.5% to 17.0%. Across all four main fields, shares employed or self-employed remain well above their 2016 levels (Table 3).

TABLE 3: LABOUR-MARKET STATUS ONE YEAR AFTER GRADUATION, BY FIELD OF STUDY, 2016-2025 (%)

Field/status	Employment status	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Economy-Business	<i>Employed or self employed</i>	28.8	34.1	31.3	33.3	52.2	64.3	55.6	54.5	60.4	75
	<i>Unemployed</i>	42.4	38.5	37.5	44.9	32.6	30.0	16.7	27.3	26.4	19.1
	<i>Student/Trainee</i>	22	22	25.3	29.7	21.8	14.1	5.7	18.2	11.3	4.4
Electrotechnics	<i>Employed or self employed</i>	25	59.1	51.5	50	62.7	69.7	75	72.9	75.2	74.1
	<i>Unemployed</i>	50	18.2	32.4	32.3	26.1	11.9	17.4	13.5	16.5	15.7
	<i>Student/Trainee</i>	25.0	22.7	16.2	17.7	9.0	17.4	6.5	12.5	7.3	10.2
Tourism-Hospitality	<i>Employed or self employed</i>	57.1	59.6	58.6	59.1	68.2	80.1	76.5	80	85.8	78.7
	<i>Unemployed</i>	28.6	34.6	16.2	25.8	23	15	14.3	15	9.9	14.2
	<i>Student/Trainee</i>	7.1	3.8	18.2	9.1	6.1	3.4	7.8	3.5	2.1	5.2
ICT	<i>Employed or self employed</i>	42.9	33.3	55.6	47.9	56.1	63.2	62.5	64.4	54.9	66.1
	<i>Unemployed</i>	28.6	39.4	13	21.1	22.4	19.5	16.7	21.9	17.7	15.8
	<i>Student/Trainee</i>	21.4	27.3	27.8	28.2	19.6	17.3	19.2	13.7	26.5	17

Base: N (2016) =132, N (2017) =335, N (2018) =400, N (2019) =406, N (2020) = 554, N (2021) = 588, N (2022) = 577, N

(2023) = 511, N (2024) = 516, N (2025) = 583 **Note:** The “Other” category is not shown in the table; therefore, the percentages do not sum to 100%.

Status of employed graduates

This subsection presents the employment situation of 2025 graduates and, where relevant, compares it with earlier cohorts. It covers the timing of labour-market entry, employment conditions and earnings, and the relevance of current jobs to the field of study.

Patterns of labour market transition

Table 4 shows when graduates first entered employment between 2016 and 2025. The share of those who started work before graduation increased substantially from 35.3% in 2016 to a peak of 73.1% in 2023, declined slightly to 71.8% in 2024, and increased again to 73.9% in 2025.

Entry one month after graduation continued to decline, from 32.4% in 2016 to 7% in 2025. The share finding work within one to three months after graduation has fluctuated between 6.5% and 18.1%, standing at 7.9% in 2025. Later entry remains limited: 5% started work after three to six months, 3.8% after six to nine months, and 2.3% after nine to twelve months, the lowest value recorded for this interval. Taken together, the data show a faster integration into the labour market, with most employed graduates securing work before leaving school or shortly thereafter.

TABLE 4: TIMING OF FIRST EMPLOYMENT, BY COHORT, 2016-2025 (%)

	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Before graduation	35.3	53.1	52.1	50.3	45.4	59.8	70.1	73.1	71.8	73.9
1 month after graduation	32.4	12.4	11	12.6	11.3	9.7	9.1	8.1	8.	7
1-3 months after graduation	8.8	9.7	10.4	8.4	18.1	8.4	7.1	6.5	9.6	7.9
3-6 months after graduation	2.9	11.7	10.4	13.8	9.9	8.6	4.1	5.8	3.5	5
6-9 months after graduation	2.9	7.6	11	6.6	7.4	6.5	5.5	3.2	3.8	3.8
9-12 months after graduation	8.8	5.5	4.9	8.4	7.8	7	4.1	3.2	3.2	2.3
One year after graduation	8.8	0	0	0	0	0	0	0	0	0

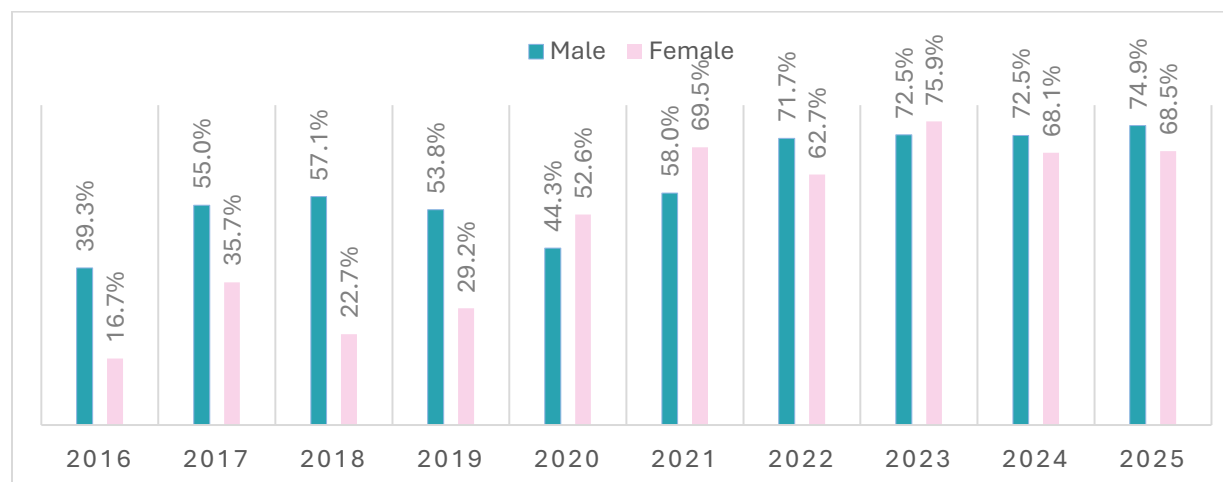
Base: N (2016) =43, N (2017) =180, N (2018) =192, N (2019) =204, N (2020) = 316, N (2021) = 411, N (2022) = 406, N (2023) = 318, N (2024) =312, N (2025) = 341

Note: Including those who were not working at the time of the interview.

Figure 5 shows the share of graduates who started their first job before graduation, by gender. In 2025, 74.9% of male graduates and 68.5% of female graduates were already working before completing their studies (72.5% and 68.1% in 2024). The gender gap was 6.4 p.p., slightly wider than the 4.4 p.p. recorded in 2024.

Over the full period 2016-2025 the share rose sharply for both groups, from 39.3% to 74.9% among males and from 16.7% to 68.5% among females. Despite year-to-year fluctuations, the long-term trend shows earlier labour-market entry for both men and women. Female graduates briefly overtook males in 2020, 2021 and 2023.

FIGURE 5: SHARE OF GRADUATES WHO STARTED THEIR FIRST JOB BEFORE GRADUATION, BY GENDER AND COHORT, 2016-2025



Base: N (2016) =34, N (2017) =180, N (2018) =192, N (2019) =204, N (2020) = 316, N (2021) = 411, N (2022) = 406, N (2023) = 318, N (2024) = 312, N (2025) =341 **Note:** Including those who were not working at the time of the survey.

Methods used to secure first employment

Table 5 shows the methods graduates used to find their first job from 2016 to 2025. Personal connections (family, friends or acquaintances) remained the main channel throughout the period. Their share fell from 76.7% in 2016 to a low of 51.1% in 2021, rose to 57.9% in 2023, then declined again to 55.3% in 2024 and 52.2% in 2025. Despite this long-term drop, personal connections are still the most common method for securing employment.

A notable shift in 2025 is that 'job advertisements' became the second most common method (18.8%), increasing by 5 p.p. compared to 2024 and reaching the highest level recorded since 2016. 'Apprenticeships in business' followed closely with 17.3% (up from 14.8% in 2024), the second-highest level after 2022 (18%). Among graduates who obtained their first job through an apprenticeship, the share who remained employed in the same business rose markedly from 63.8% in 2024 to 76.3% in 2025, the highest value recorded.

Direct contact with employers decreased slightly to 3.8% (from 4.2%). In 2025, the categories 'through the teaching staff' and 'through the career center/development unit of the school' were merged into a single option, which accounted for 2.9% of first jobs (8.1% combined in 2024). The Employment Office remains a marginal channel (1.2%), although this is its highest share since 2017.

TABLE 5: METHODS USED TO SECURE FIRST EMPLOYMENT, 2016-2025 (%)

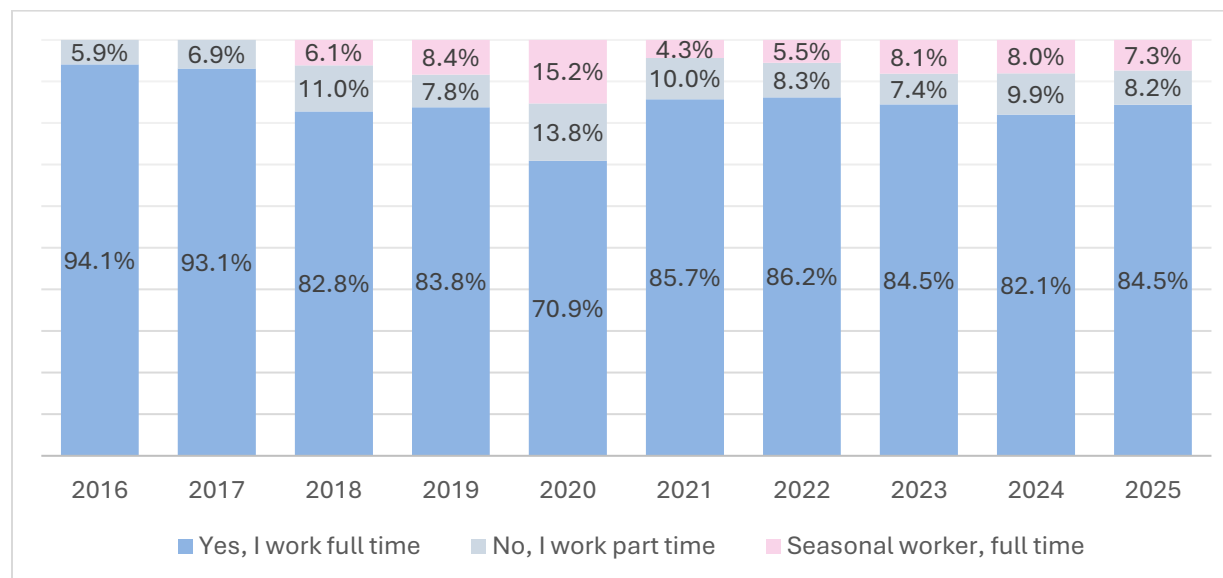
	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Job advertisement (websites, social media, newspapers, etc.)	9.3	8.9	5.2	7.8	9.8	14.1	13.1	9.7	13.8	18.8
Personal connections, through family, friends, acquaintances	76.7	68.9	64.6	66.7	66.8	51.1	56.4	57.9	55.3	52.2
Through my apprenticeship in the business	7	6.1	8.9	8	10.8	15.6	18	12	14.8	17.3
Direct contact with employer (e.g., sending my CV, etc.)	7	8.9	13	7.8	6.6	7.5	4.7	6.5	4.2	3.8
Through the teaching staff	-	0.6	2.1	3.4	2.2	5.4	4.9	8.4	4.2	n/a*
Through the Employment Office	-	2.8	1	0.5	0.6	1	0	0.3	0.3	1.2
Through the career center/development unit of my school	-	2.8	1.6	3.4	1.6	3.4	2.2	2.3	3.9	2.9*
Other	0	1.1	3.6	2	1.6	1.9	0.7	2.9	3.5	3.8

Note: *In 2025, the options "through the teaching staff" and "through the career center/development unit of my school" were merged into one category. Figures for 2016-2024 are shown separately and are not fully comparable with the combined 2025 category.

Working conditions

Among employed graduates in the 2025 cohort, 84.5% were in full-time work, up from 82.1% in 2024 and back to the 2023 level. Part-time employment fell from 9.9% to 8.2%, and seasonal full-time work fell from 8% to 7.3% (Figure 6). Full-time employment therefore remains the dominant arrangement over the years.

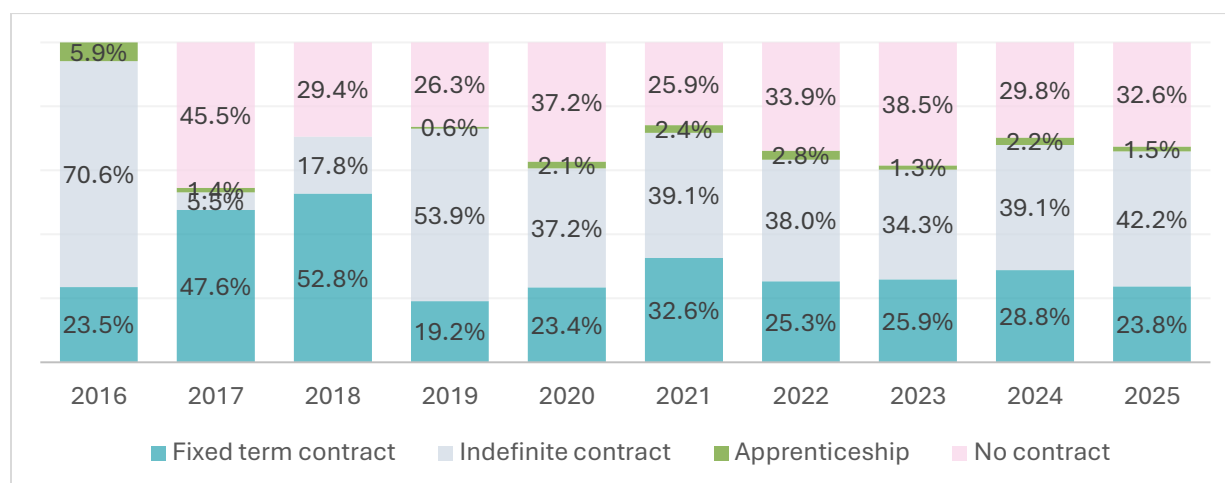
FIGURE 6: FULL-TIME AND PART-TIME EMPLOYMENT, 2016-2025



Base: N (2016) =34, N (2017) =145, N (2018) =163, N (2019) =167, N (2020) = 282, N (2021) = 371, N (2022) = 363, N (2023) = 309, N (2024) = 312, N (2025) = 341

As shown in Figure 7, 23.8% of employed 2025 graduates had a fixed-term contract, 42.2% an open-ended contract, 1.5% were in an apprenticeship, and 32.6% reported working without a contract. Compared with 2024, fixed-term contracts declined by 5 p.p., while open-ended contracts rose by 3.1 p.p. The proportion working without a contract also increased, from 29.8% to 32.6%, interrupting the improvement recorded between 2023 and 2024.

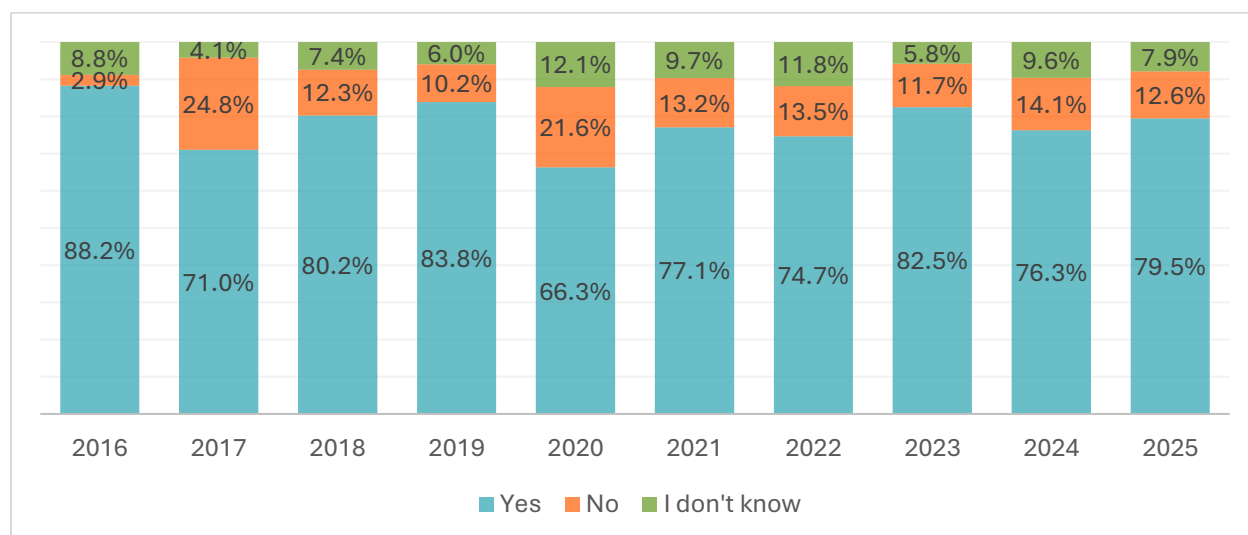
FIGURE 7: TYPE OF EMPLOYMENT CONTRACT, 2016-2025



Base: N (2016) =34, N (2017) =145, N (2018) =163, N (2019) =167, N (2020) = 282, N (2021) = 371, N (2022) = 363, N (2023) = 309, N (2024) = 312, N (2025) = 341

Figure 8 reports graduates' awareness of whether their employer paid social and health insurance contributions. In the 2025 cohort, 79.5% said contributions were paid, 12.6% said they were not, and 7.9% did not know. The share reporting that contributions were paid rose by 3.2 p.p. from 76.3% in 2024, partially reversing the decline observed between 2023 (82.5%) and 2024.

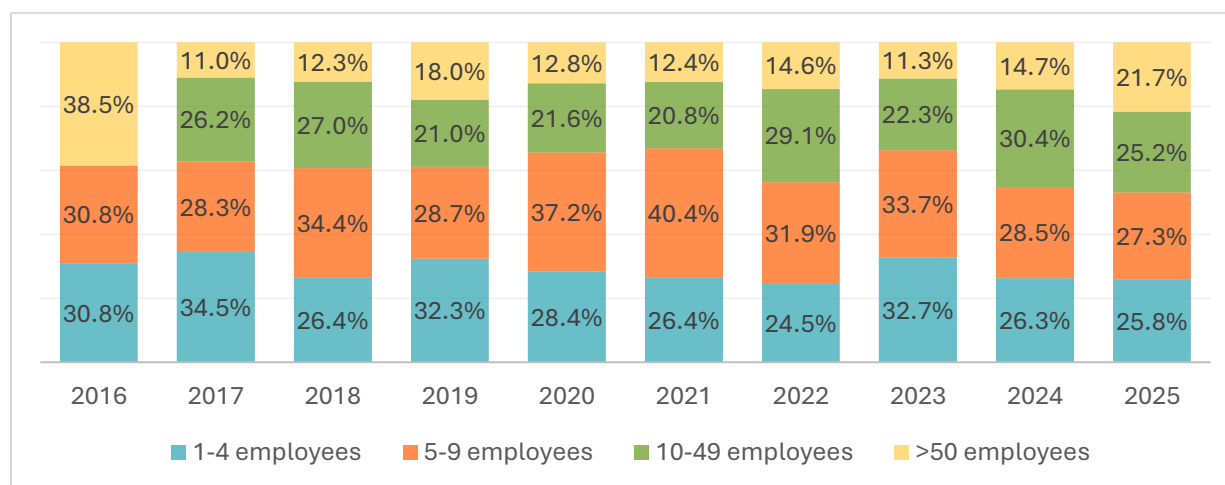
FIGURE 8: EMPLOYER PAYMENT OF SOCIAL AND HEALTH INSURANCE CONTRIBUTIONS, 2016-2025



Base: N (2016) =34, N (2017) =145, N (2018) =163, N (2019) =167, N (2020) = 282, N (2021) = 371, N (2022) = 363, N (2023) = 309, N (2024) = 312, N (2025) = 341

Figure 9 shows the size of companies in which graduates worked. In 2025 most remained in small and medium-sized enterprises: 53.1% in small firms (25.8% in units with 1-4 employees and 27.3% in firms with 5-9 employees) and a further 25.2% in medium-sized firms (10-49 employees). Employment in large firms with 50 or more employees rose to 21.7%, from 14.7% in 2024.

FIGURE 9: EMPLOYMENT BY COMPANY SIZE, 2016-2025

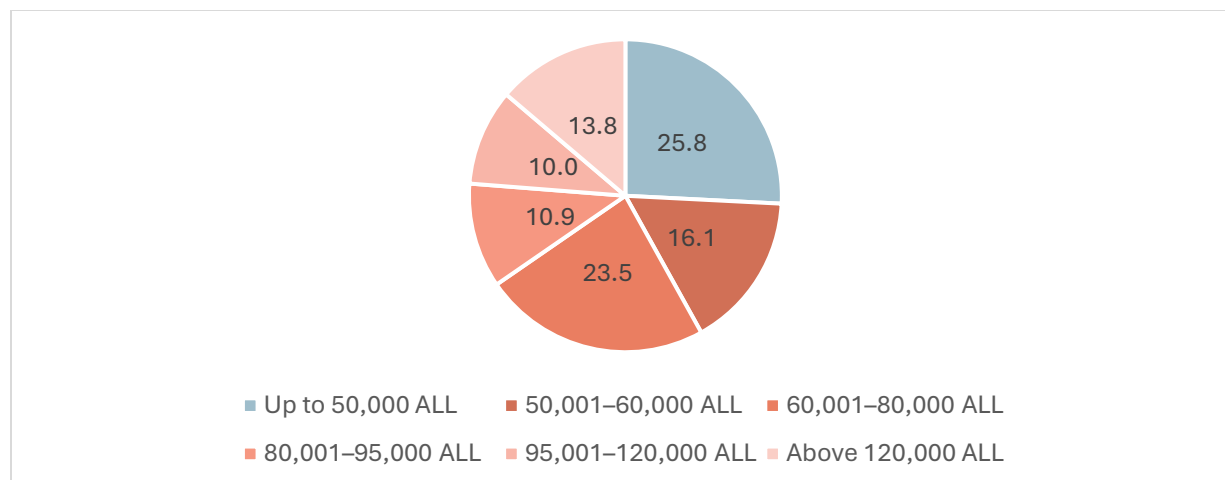


Base: N (2016) =26, N (2017) =145, N (2018) =163, N (2019) =164, N (2020) = 282, N (2021) = 371, N (2022) = 364, N (2023) = 309, N (2024) = 312, N (2025) = 341 * Based on Number of Employees

Salary range

The largest share of graduates earned up to 50,000 ALL (25.8%), followed by those earning 60,001–80,000 ALL (23.5%) and 50,001–60,000 ALL (16.1%). Overall, nearly three-quarters of graduates (74.3%) reported monthly earnings above 50,000 ALL, while 23.8% earned more than 95,000 ALL.

FIGURE 10: NET MONTHLY INCOME DISTRIBUTION, 2025 (%)



Base: N (2016) =44, N (2017) =171, N (2018) =192, N (2019) =204, N (2020) = 347, N (2021) = 418, N (2022) = 411, N (2023) = 317, N (2024) = 365, N (2025) = 341 **Note:** For employed and self-employed graduates over the years.

Following the increase in Albania's national minimum wage³ to 50,000 ALL per month, effective from 1 January 2026, the income categories were revised in this survey cycle to align with the salary ranges used by the Albanian Institute of Statistics (INSTAT). This change limits comparability with earlier cohorts; therefore, no year-on-year comparisons are made. For reference, Table 6 presents the historical income distribution for 2016-2024, using the categories applied in previous survey cycles.

TABLE 6: NET MONTHLY INCOME DISTRIBUTION, 2016-2025 (%)

	2016	2017	2018	2019	2020	2021	2022	2023	2024
Minimum salary or below	20	15	11	15	12.1	8	5	3.0	0.0
Minimum salary – 35,000 ALL	50	61	46	35	28.8	21	18	8.2	15.6
35,001 – 50,000 ALL	16	19	22	26	36	31	28	24.7	14.5
50,001 – 65,000 ALL	5	2	11	9	9.2	12	13	18.7	18.1
65,001 – 80,000 ALL	7	2	5	10	2.6	9	11	15.7	17.3
More than 80,001 ALL	2	1	5	5	11.0	19	24	29.7	34.5

Note: Historical income distributions for 2016-24 are presented for reference only. Due to revisions to the income categories, they are not directly comparable with the 2025 results.

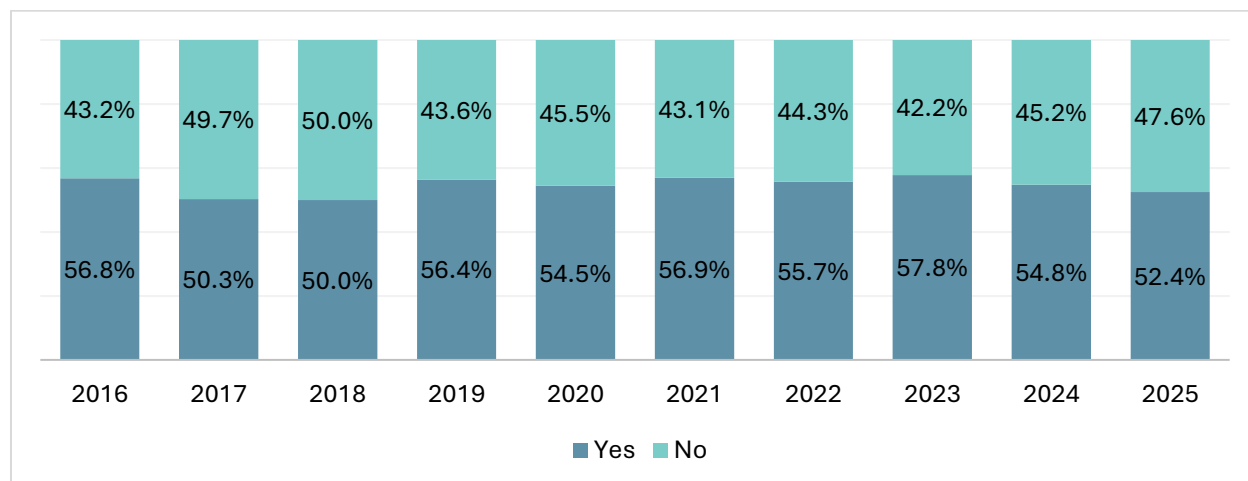
Relevance: Match between study and current job

The extent to which graduates work in jobs related to their field of study is an important indicator of the labour-market relevance of vocational education. In 2025, 52.4% of employed and self-employed graduates reported working in jobs related to their studies, down from 54.8% in 2024 and 57.8% in 2023. The share was slightly higher among self-employed graduates (56.9%) than among those in dependent employment (51.6%), reversing the pattern observed in 2024.

Across the ten-year period (2016-2025), the proportion of graduates working in their field of study has fluctuated, without a consistent upward trend. Despite improvements in overall employment outcomes, the alignment between graduates' qualifications and their employment remains an area requiring attention.

³ Council of Ministers Decision No. 776/2025, establishing the national minimum monthly wage at ALL 50,000, effective from 1 January 2026.

FIGURE 11: SHARE OF JOBS RELATED TO THE FIELD OF STUDY, 2016-2025



Base: N (2016) =44, N (2017) =171, N (2018) =194, N (2019) =204, N (2020) = 347, N (2021) = 418, N (2022) = 411, N (2023) = 318, N (2024) = 365, N (2025) = 365 **Note:** For employed and self-employed graduates over the years.

As shown in Table 7, job-study alignment varies considerably across vocational fields. In 2025, Tourism-Hospitality continued to record the highest share of graduates working in jobs related to their studies (84.3%), followed by Electrotechnics (51.5%) and Thermohydraulic (50%). In Economy-Business, the share increased from 33.3% in 2024 to 39% in 2025, while ICT recorded a decline from 36.5% to 31.3%. The lowest share was observed in Social and Health Services (10%), while Textile also recorded relatively low alignment (33.3%).

TABLE 7: SHARE OF JOBS RELATED TO THE FIELD OF STUDY, 2016-2025 (%)

	Economy - Business	Electrotechnics	Tourism - Hospitality	ICT	Thermohydraulic
2016	65	100	88	33	50
2017	48	54	77	32	50
2018	25	51	78	27	0
2019	35	69	87	29	66.7
2020	46	52	72	28	88.9
2021	18	61	76	37	80
2022	50	40	76	29	69.2
2023	36	60	79	49	67
2024	33	46	85	37	66.7
2025	39	51.5	84.3	31.3	50

Note: Percentages refer only to graduates whose job is related to their field of study.

Table 8 presents graduates' perceived reasons for working outside their field of study. In 2025, the most frequently reported reason remained the inability to find a job related to their studies (44.8%), down from 50.7% in 2024. Better pay or working conditions elsewhere was the second most common reason (29.1%), followed by not wanting to work in their field (10.3%). Other reasons accounted for 9.1%, while 6.7% cited a lack of relevant job opportunities in their region.

Throughout 2018-2025, difficulty finding employment related to the field of study has consistently been the leading reason for job-study mismatch, although its share has fluctuated considerably, from 65.8% in 2018 to 44.8% in 2025. Better pay or working conditions elsewhere has also remained an important factor, suggesting that both the availability and attractiveness of relevant jobs influence graduates' employment choices.

TABLE 8: PERCEIVED REASONS FOR JOB-STUDY MISMATCH, 2018-2025 (%)

	2018	2019	2020	2021	2022	2023	2024	2025
I did not find a job related to my studies	65.8	58.6	48.8	40.9	40	35.9	50.7	44.8
I do not want to work in a job related to my studies	8.9	5.7	2.4	9.7	10	13.3	5.1	10.3
There are no job opportunities in my field in the region	2.5	11.4	11.4	11.7	6.3	4.7	6.6	6.7
The job I have offers better pay/working conditions	17.7	20.0	34.1	32.5	38.1	36.7	32.4	29.1
Other	5.1	4.3	3.3	5.2	5.6	9.4	5.1	9.1

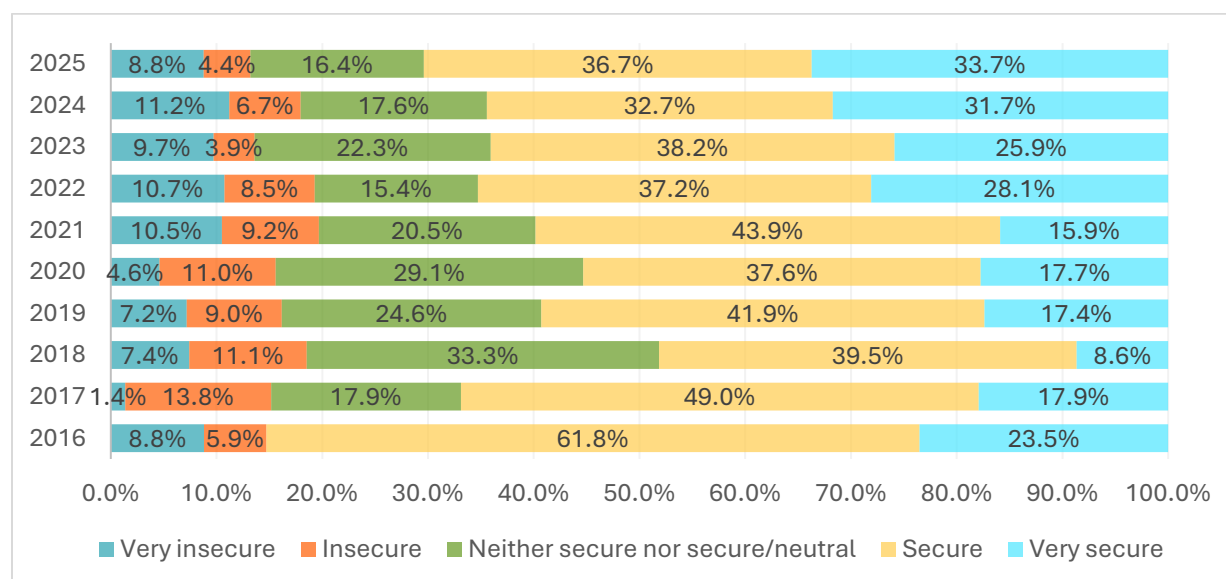
Base: N (2018) =79, N (2019) =70, N (2020) =123, N (2021) =154, N (2022) = 160, N (2023) = 128, N (2024) = 136, N (2025) = 165 (graduates whose current job is not related to their studies).

Perceived job stability and satisfaction

This subsection reports graduates' perceptions of job security and job satisfaction from 2016 to 2025.

In 2025, 70.4% of employed graduates felt secure (36.7%) or very secure (33.7%) in their current job, up from 64.4% in 2024 and 64.1% in 2023 (Figure 12). The share reporting feeling 'very secure' (33.7%) is the highest recorded in the series. The share of graduates feeling insecure or very insecure fell to 13.2% (from 17.9% in 2024), while 16.4% were neutral. Over the period as a whole, perceptions of job stability have remained clearly positive, and they improved further in 2025.

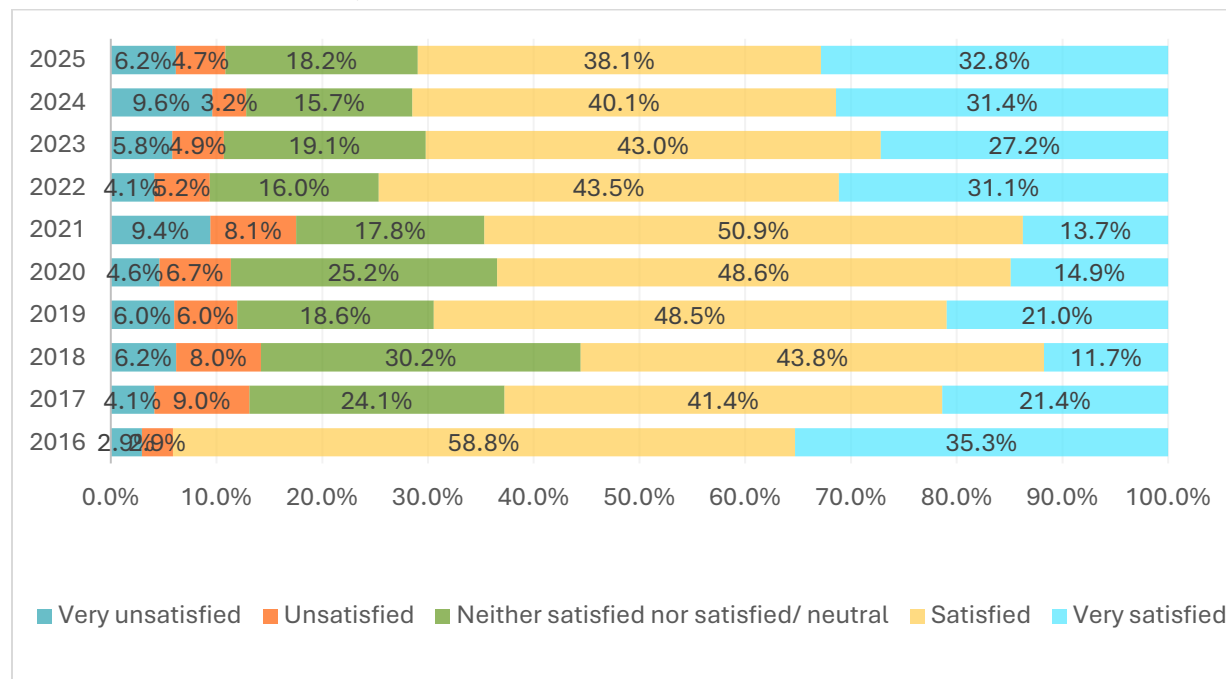
FIGURE 12: PERCEIVED JOB SECURITY 2016-2025



Base: N (2016) = 34, N (2017) = 145, N (2018) = 162, N (2019) = 167, N (2020) = 282, N (2021) = 371, N (2022) = 363, N (2023) = 309, N (2024) = 312, N (2025) = 341

In 2025, 70.9% of graduates were satisfied (38.1%) or very satisfied (32.8%) with their current job, almost unchanged from 71.5% in 2024 and 70.2% in 2023. A further 18.2% were neutral, and 10.9% were unsatisfied or very unsatisfied. as shown in Figure 13, job satisfaction has remained high throughout 2016-2025, averaging around 68%, with only minor year-to-year variation.

FIGURE 13: JOB SATISFACTION, 2016-2025



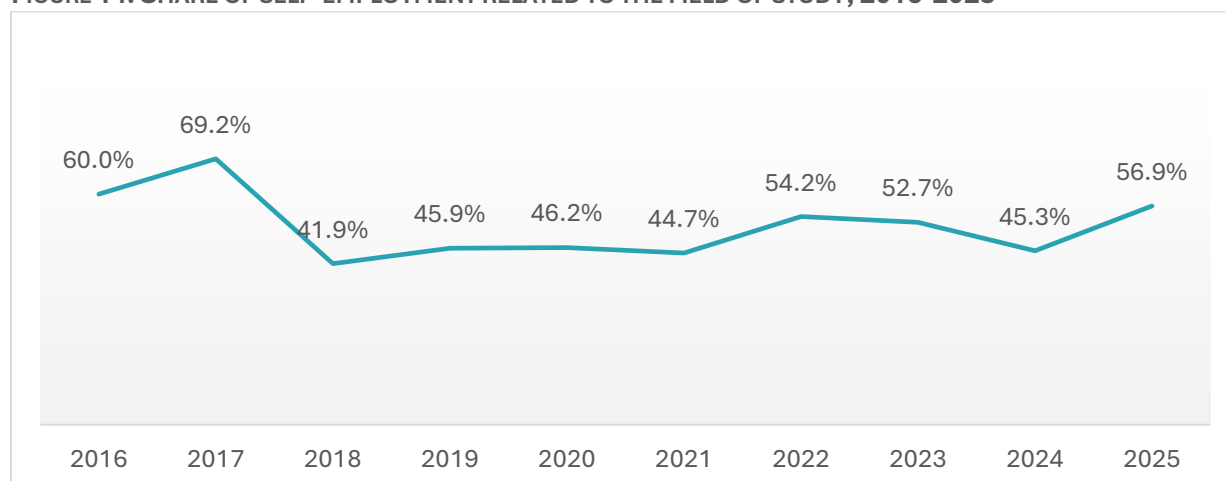
Base: N (2016) =34, N (2017) =145, N (2018) =162, N (2019) =167, N (2020) = 282, N (2021) = 371, N (2022) = 363, N (2023) = 309, N (2024) = 312, N (2025) = 341

Status of self-employed graduates

In the 2025 cohort, self-employed graduates accounted for 12.3% of all graduates, up 2 p.p. from 10.3% in 2024 and the highest share recorded since tracing began.

Figure 14 shows the extent to which self-employment was related to the field of study. In 2025, 56.9% of self-employed graduates reported that their activity was aligned to their education, up from 45.3% in 2024 and reversing the decline observed since 2022 (54.2%).

FIGURE 14: SHARE OF SELF-EMPLOYMENT RELATED TO THE FIELD OF STUDY, 2016-2025



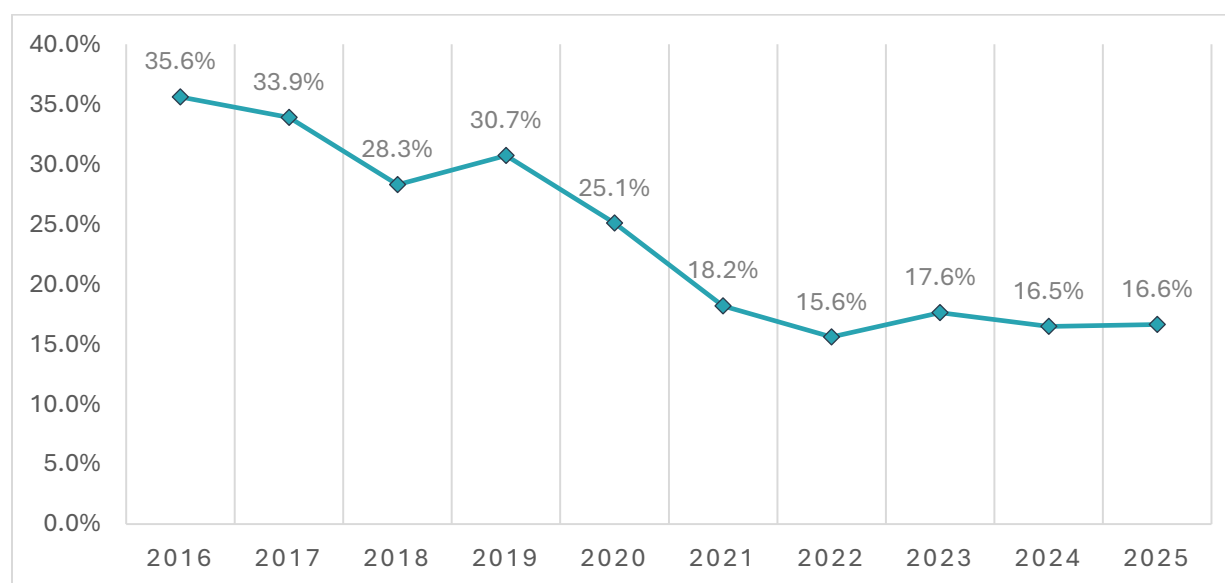
Base: N (2016) = 10, N (2017) = 26, N (2018) = 31, N (2019) = 37, N (2020) = 64, N (2021) = 47, N (2022) = 48, N (2023) = 55, N (2024) = 53, N (2025) = 72

In 2025, 47.2% of self-employed graduates were working in a family business, the same share as in 2024. A further 19.4% had started their business before graduation (18.9% in 2024). Among those who set up after leaving school, 6.9% did so within one month, 2.8% within one to three months, 4.2% within three to six months, 6.9% within six to nine months, and 12.5% within nine to twelve months. No graduates reported starting a business more than one year after graduation.

Status of unemployed graduates

Data in Figure 15 show that in 2025, 16.6% of graduates were unemployed one year after completing their studies, almost unchanged from 16.5% in 2024 and close to the 17.6% recorded in 2023. Since 2016, when more than one in three graduates (35.6%) were unemployed, the rate fell to a low of 15.6% in 2022. Over 2023-2025 unemployment has remained at a similar level, well below the start of the series.

FIGURE 15: SHARE OF UNEMPLOYED GRADUATES ONE YEAR AFTER COMPLETING THEIR STUDIES, 2016-2025



Base: N (2016) =132, N (2017) =363, N (2018) =403, N (2019) =407, N (2020) = 554, N (2021) = 588, N (2022) = 577, N (2023) = 511, (2024) = 516, N (2025) = 583

Of the 97 unemployed graduates in 2025, 63 (64.9%) were actively seeking employment and 34 (35.1%) were not, compared with 70.2% and 29.8% in 2024.

As shown in Table 9, among graduates who were not looking for a job in 2025 the main reasons were not wanting to work at the moment (32.4%, down by 7.6 p.p. from 40% in 2024), planning to leave the country (23.5%, up by 11.5 p.p. from 12% in 2024), and expecting to start work soon (20.6%, down by 7.4 p.p. from 28.0% in 2024). Child or household care accounted for 14.7%, up by 6.7 p.p. from 8% in 2024. Disability was cited by 5.9% (up by 1.9 p.p. from 4%) and “Other” by 2.9% (from 4% in 2024). Compared with 2024, fewer of those not searching were waiting to take up a job already secured, while the share planning to emigrate rose again after the 2024 low.

TABLE 9: REASONS FOR NOT LOOKING FOR A JOB, 2020-2025 (%)

	2020	2021	2022	2023	2024	2025
I expect to start work soon	6.4	10.9	18.4	15.7	28.0	20.6
I don't believe I will find a job	8.5	6.5	2.6	3.9	4.0	0
I don't want to work at the moment	19.1	30.4	44.7	27.5	40.0	32.4
I plan to leave the country	44.7	26.1	13.2	25.5	12.0	23.5
I take care of the children/family	12.8	15.2	15.8	13.7	8.0	14.7
I have a disability	2.1	0	0	13.7	4.0	5.9
Other	6.4	10.9	5.3	0	4.0	2.9

Base: N (2020) = 47, N (2021) = 46, N (2022) = 38, N (2023) = 51, N (2024) = 59, N (2025) = 34 (unemployed graduates who were not seeking work).

Table 10 presents the perceived main reasons for unemployment. In 2025 the most frequently reported reason was that job opportunities did not relate to graduates' studies (31.3%), an increase of 16 p.p. from 15.3% in 2024 and the highest share in the 2016-2025 series. The second most common reason was lack of contacts or networks for finding a job (25%), up by 8.1 p.p. from 16.9% in 2024. Lack of work experience, which had been the leading reason in 2024 (35.6%), fell by 13.7 p.p. to 21.9%. A further 12.5% attributed unemployment to a shortage of jobs in their region, an increase of 4 p.p. from 8.5% in 2024, while 6.3% reported being engaged in child or household care, down by 2.2 p.p. from 8.5%. No respondents in 2025 selected a mismatch between school knowledge and labour-market needs, limited resources for self-employment, or not knowing how to apply for a job.

TABLE 10: PERCEIVED MAIN REASONS FOR UNEMPLOYMENT, 2016-2025 (%)

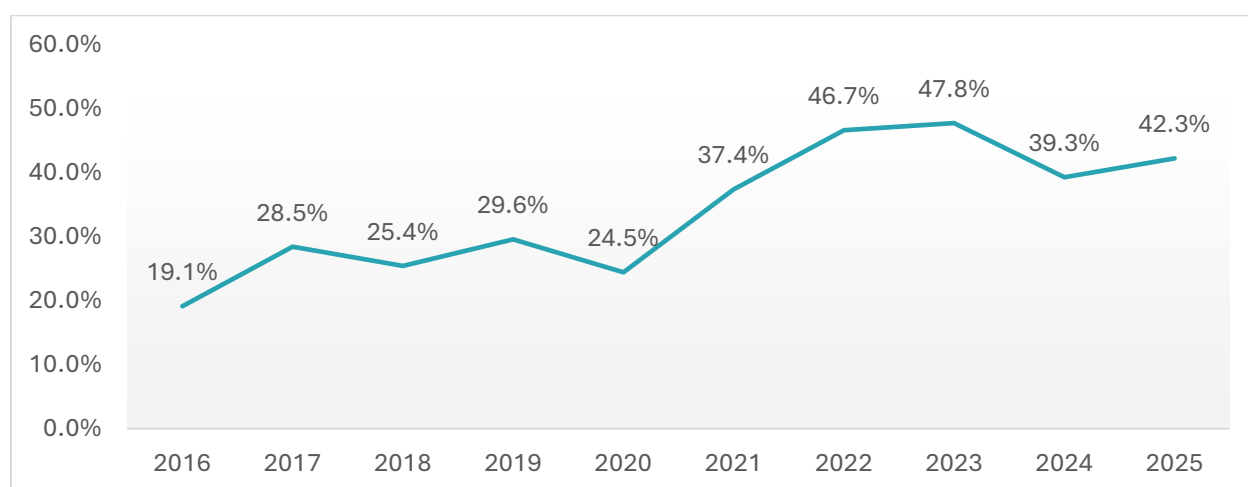
	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Lack of work experience	12.8	10.6	14	9.5	16.3	19.7	25	23.1	35.6	21.9
Knowledge obtained in school does not match with labour market	8.5	5.7	7	3.2	1.1	3.3	5.8	0	5.1	0
Job opportunities do not relate to my studies	8.5	12.2	21.1	10.3	20.7	19.7	19.2	25.6	15.3	31.3
Lack of contacts/links in finding a job	27.7	15.4	14	15.9	29.3	18	15.4	17.9	16.9	25
Shortage of jobs in my region	21.3	16.3	19.3	15.9	21.7	9.8	11.5	7.7	8.5	12.5
Engaged in child/household care	4.3	23.6	11.4	7.1	2.2	0	1.9	5.1	8.5	6.3

Other	12.8	16.3	0	11.9	7.6	26.2	15.4	15.4	5.1	3.1
Limited resources to be self-employed	4.3	0	13.2	0	0	0	0	0	0	0
Don't know how to apply for a job	0	0	0	0	1.1	3.3	5.8	5.1	5.1	0
As a result of the COVID-19 pandemic	n/a	n/a	n/a	26.2	0	0	0	n/a	n/a	n/a

Base: N (2016) =47, N (2017) =123, N (2018) =114, N (2019) =126, N (2020) = 92, N (2021) = 61, N (2022) = 52, N (2023) = 39, N (2024) = 25, N (2025)= 32

In 2025, 42.3% of unemployed graduates had been employed at least once after graduation, an increase of 3 p.p. from 39.3% in 2024 but still 5.5 p.p. below the 2023 peak of 47.8%. As shown in Figure 16, this share has fluctuated from a low of 19.1% in 2016 to 47.8% in 2023. The recent-year low of 24.5% in 2020 corresponds with the COVID-19 pandemic. After the dip in 2024, the 2025 figure moved back toward the higher levels recorded in 2021-2023.

FIGURE 16: SHARE OF UNEMPLOYED GRADUATES BEING EMPLOYED AT LEAST ONCE AFTER GRADUATION, 2016-2025



Base: N (2016) =47, N (2017) =123, N (2018) =114, N (2019) =125, N (2020) = 139, N (2021) = 107, N (2022) = 90, N (2023) = 90, N (2024) = 84, N (2025) = 97

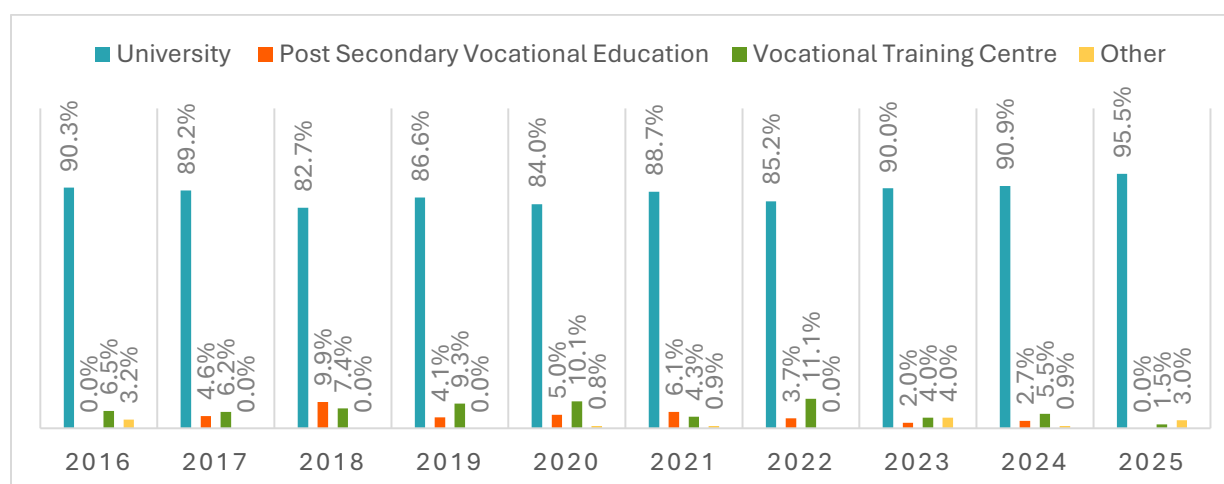
In 2025 the main reason for leaving the previous job remained personal reasons (50.5%), a decrease of 4.4 p.p. from 54.5% in 2024. The second most common coded reason was that the job did not match the graduate's education (16.5%), up by 1.3 p.p. from 15.2% in 2024 and the highest level in the series. Termination of contract fell to 5.2% (down by 3.9 p.p. from 9.1%), termination of the probation period to 3.1% (down by 6 p.p. from 9.1%), and distance from the place of residence to 4.1% (down by 5 p.p. from 9.1%). Redundancy stood at 1% (down by 2 p.p. from 3%). "Other" rose to 19.6% from 0 in 2024.

Graduates pursuing further qualifications

Among graduates who continued their studies in 2025, 95.5% enrolled in university programmes, an increase of 4.6 p.p. from 90.9% in 2024 and the highest share in the 2016-2025 series. Vocational programmes accounted for 1.5% (from 5.5% in 2024). Other forms of education stood at 3%, up by 2.1 p.p. from 0.9% in 2024. No graduates in 2025 reported post-secondary vocational education.

Across the 2016-2025 period, university study remained the main pathway in every cohort. Its share ranged from 82.7% in 2018 to 95.5% in 2025, averaging 88.3% across the decade. Participation in post-secondary vocational, vocational, and other education pathways remained low throughout the period.

FIGURE 17: TYPE OF QUALIFICATION PURSUED BY GRADUATES IN FURTHER EDUCATION OR TRAINING, 2016-2025

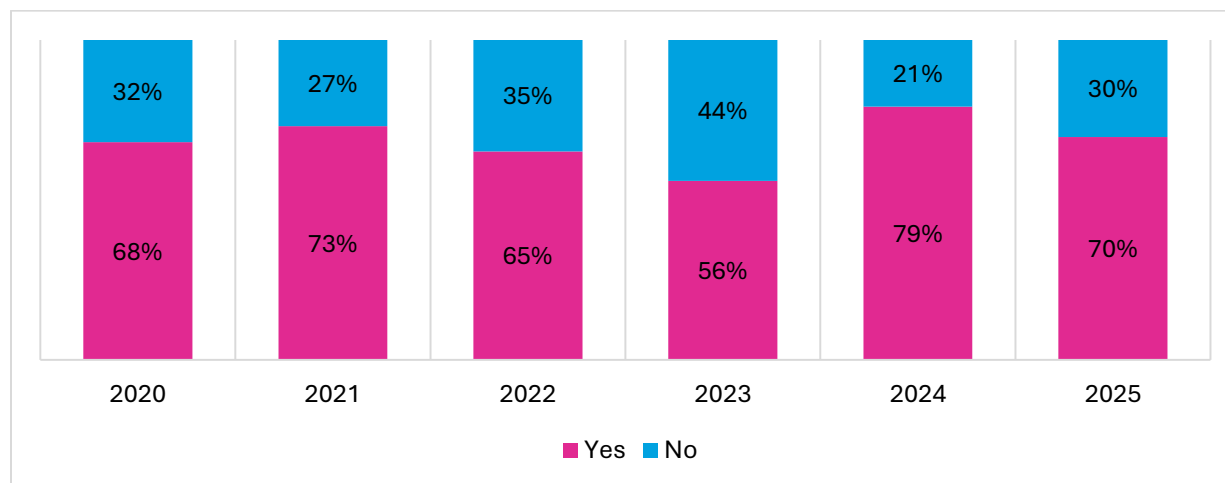


Base: N (2016) =31, N (2017) =65, N (2018) =81, N (2019) =97, N (2020) = 119, N (2021) = 115, N (2022) = 135, N (2023) = 50, N (2024) = 110, N (2025) = 66

In 2025, 54.5% of graduates in further study were enrolled in public institutions and 45.5% in private institutions. Public enrolment fell by 42.8 p.p. from 97.3% in 2024, while the private share rose by 42.8 p.p. from 2.7%.

As shown in Figure 18, 69.7% of graduates in further study in 2025 were enrolled in a field related to their previous education, a decrease of 9.5 p.p. from 79.2% in 2024. The 2024 share had been the highest in the 2020-2025 series, after a low of 56% in 2023. The 2025 figure remains above 2022 (65.2%) and 2023, but below 2021 (73%) and 2024.

FIGURE 18: SHARE OF CURRENT QUALIFICATIONS LINKED TO PREVIOUS EDUCATION, 2020-2025

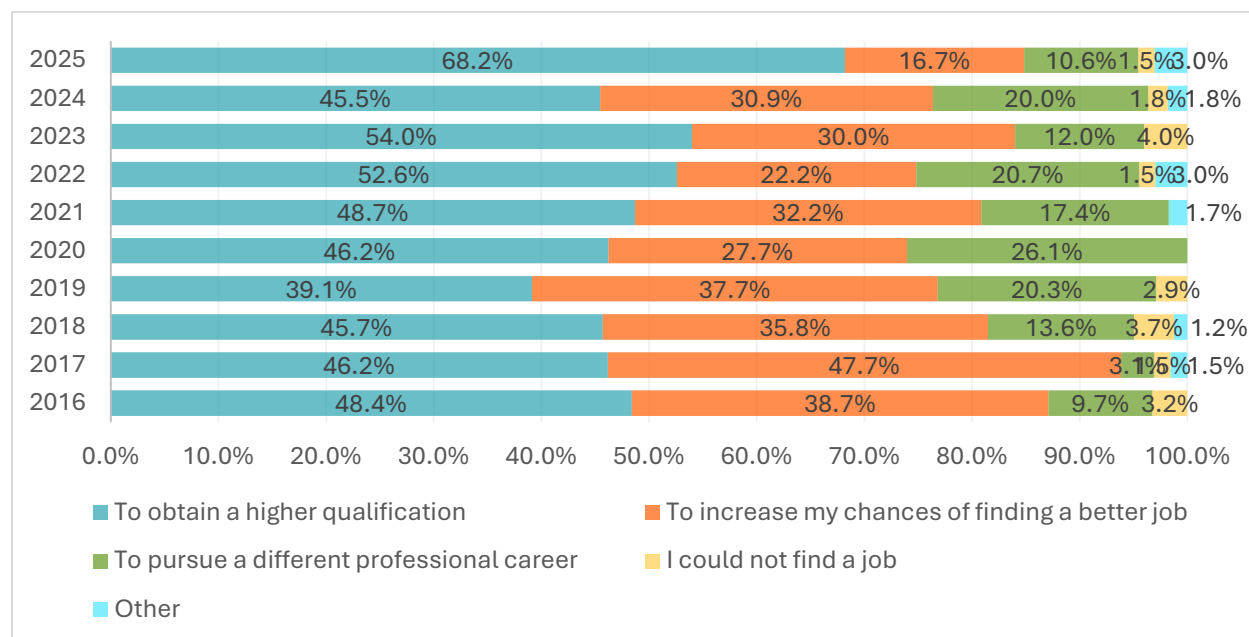


Base: N (2020) = 119, N (2021) = 115, N (2022) = 135, N (2023) = 50, N (2024) = 52, N (2025) = 66

In 2025, the most common reason for continuing study was to obtain a higher qualification (68.2%), an increase of 22.7 p.p. from 45.5% in 2024 and the highest share recorded in the 2016-2025 series. Improving the chance of finding a better job accounted for 16.7%, a decrease of 14.2 p.p. from 30.9% in 2024. Pursuing a different professional career stood at 10.6%, down by 9.4 p.p. from 20% in 2024. Only 1.5% continued because they could not find a job, almost unchanged from 1.8% in 2024 (-0.3 p.p.), while 3% selected “Other”.

From 2016 to 2025, gaining a higher qualification remained the leading motive in every year, fluctuating between 39.1% in 2019 and 54% in 2023 before the sharp rise in 2025. Improving job prospects was the second most common reason in most years and averaged about 34% through 2024, before falling by 14.2 p.p. in 2025. Continuing study because no job was available stayed very low throughout the decade, never exceeding 4.0%.

FIGURE 19: REASONS FOR PURSUING FURTHER STUDIES OR TRAINING, 2016-2025 (%)



Base: N (2016) =31, N (2017) =65, N (2018) =81, N (2019) =97, N (2020) = 119, N (2021) = 115, N (2022) = 135, N (2023) = 50, N (2024) = 52, N (2025) = 66

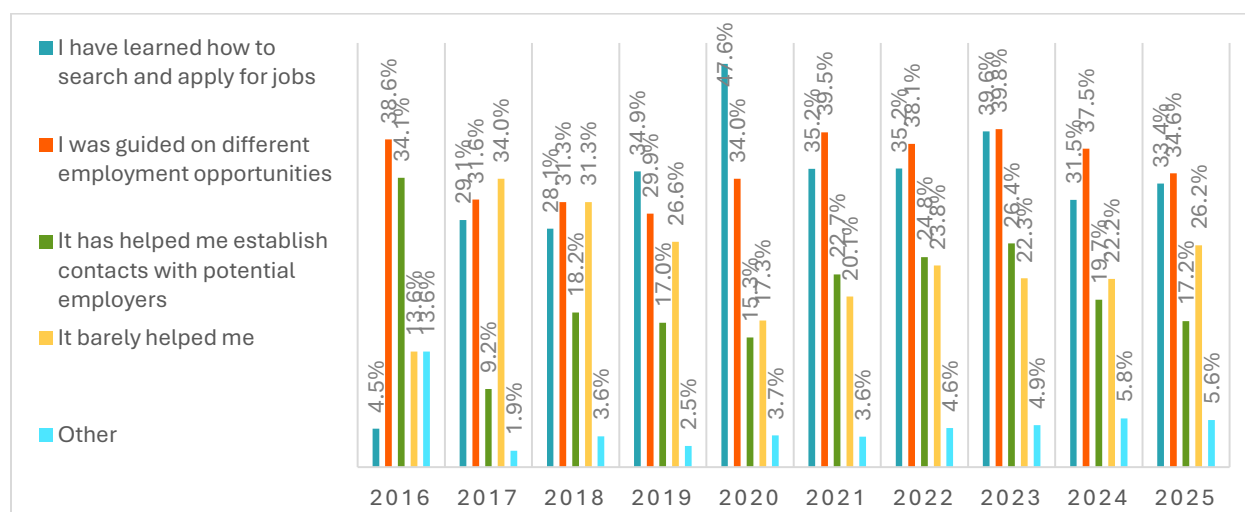
Retrospective evaluation of the provider

Figure 20 below presents the distribution of support that schools provided to graduates in finding their first jobs. Because graduates could report more than one form of support, percentages exceed 100%. In 2025, 34.6% of graduates reported receiving guidance on different employment opportunities and 33.4% were assisted in searching and applying for jobs. Support in establishing contacts with potential employers stood at 17.2%. At the same time, 26.2% said the school provided only minimal help, while 5.6% selected “Other.”

Across the ten-year series (2016-2025), career guidance has remained one of the two main forms of school support, in the mid-30% range. Job-search assistance has been the other consistently prominent category. By contrast, support in contacting employers increased through the early 2020s but has declined markedly in the two most recent cohorts, from 26.4% in 2023 to 19.7% in 2024 and 13.6% in 2025. At the same time, the share of graduates reporting that their school “barely helped” has remained broadly within the low-to-mid 20% range over most of the period but rose to 26.2% in 2025. “Other” forms of support have also gradually increased and are now close to their highest level since 2016.

Overall, the ten-year pattern suggests that career guidance and job-search support have remained relatively stable rather than expanding over time, despite the larger samples in the later cohorts, while the reported support in establishing employer contacts has declined. The 2016 figures (N = 44) should be interpreted as illustrative only, given the small sample size.

FIGURE 20: HOW SCHOOLS HELPED GRADUATES FIND THEIR FIRST JOB, BY TYPE OF SUPPORT, 2016-2025

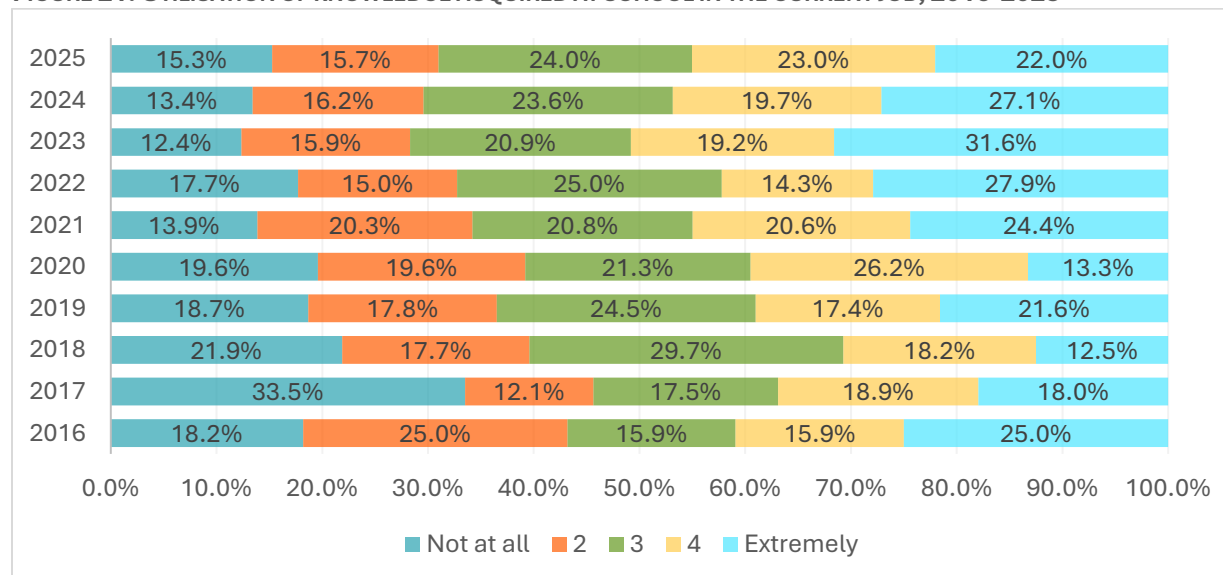


Base: N (2016) =44, N (2017) =206, N (2018) =191, N (2019) =241, N (2020) = 347, N (2021) = 418, N (2022) = 412, N (2023) = 364, N (2024) = 365, N (2025) = 413

Note: This figure combines multiple response categories into a single visualization. The percentages exceed 100% because the survey allowed graduates to select all forms of support they received.

Figure 21 presents graduates' perceptions of the usefulness of knowledge acquired at school in their current jobs. In 2025, 45% rated this knowledge as helpful or extremely helpful, compared with 46.8% in 2024. A further 24% gave a moderate rating, while 15.7% rated it as having low usefulness and 15.3% reported not using it at all. Over the 2016-2025 period, perceptions have fluctuated, with no clear sustained improvement in the perceived usefulness of school-acquired knowledge.

FIGURE 21: UTILISATION OF KNOWLEDGE ACQUIRED AT SCHOOL IN THE CURRENT JOB, 2016-2025

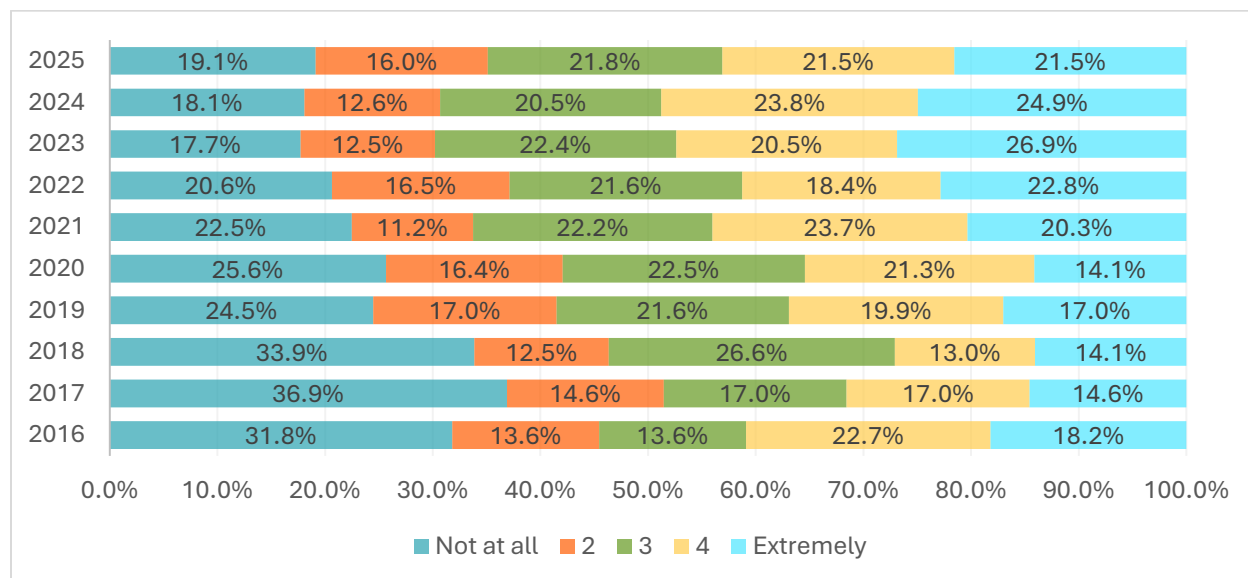


Base: N (2016) =44, N (2017) =206, N (2018) =192, N (2019) =241, N (2020) = 347, N (2021) = 418, N (2022) = 412, N (2023) = 364, N (2024) = 365, N (2025) = 413

Figure 22 shows how closely graduates' current positions relate to their studies. In 2025, 43% reported that their jobs were very or extremely related to their studies, down from 48.7% in 2024 and 47.4% in 2023. Neutral responses accounted for 21.8%, while 35.1% said the job was not at all or only slightly related.

Perceptions of relevance have fluctuated over the decade but generally moved upward from a low of 27.1% in 2019 to nearly half of graduates in 2023-2024, before easing in 2025.

FIGURE 22: RELEVANCE OF CURRENT POSITION TO FIELD OF STUDY, 2016-2025



Base: N (2016) =44, N (2017) =206, N (2018) =192, N (2019) =241, N (2020) = 347, N (2021) = 418, N (2022) = 412, N (2023) = 364, N (2024) = 365, N (2025) = 413

As shown in Table 11, the main areas identified by graduates as requiring improvement to a high or very high extent in 2025 were apprenticeships in businesses (65%), collaboration with businesses (64%), apprenticeships at school (63%), career orientation (61%), and teachers' theoretical and practical skills (58%). All assessed areas recorded higher shares than in 2024. Across the 2016-2025 period, work-based learning and school-business collaboration have consistently remained among graduates' main priorities for improvement.

TABLE 11: AREAS REQUIRING IMPROVEMENT TO BETTER PREPARE GRADUATES FOR THE LABOUR MARKET, 2016-2025 (%)

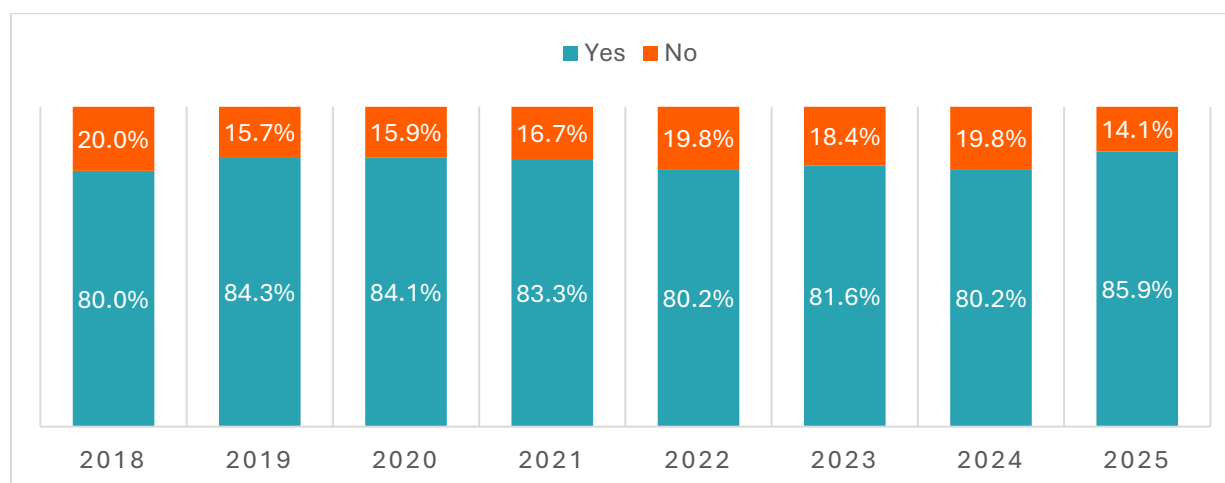
	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Infrastructure	43.2	35.9	32.8	32.8	30.5	48.5	36.7	57.0	43.9	51
Curricula			20.8	31.1	34.1	50.4	37.3	61.4	46.5	53
Texts and teaching materials	40.9	29.6	20.8	40.1	37.9	53.3	38.0	62.3	51.2	56
Teaching methods	38.6	23.8	20.3	37.3	34.7	54.1	40.9	64.5	51.6	56
Theoretical and practical skills of teachers			26.0	36.1	33.8	53.2	41	68.9	53.8	58
Apprenticeship at school	43.2	43.7	41.7	50	47.8	56.5	44.1	67.6	57.1	63
Apprenticeship at business	36.4	48.1	44.8	51.5	54.2	62.1	48.1	66.7	58.7	65

Career orientation	27.3	35.4	35.4	40.2	46.4	54.6	46.2	64.1	54.1	61
Collaboration with businesses	34.1		41.7	51.9	63.9	57.4	49.7	64.7	56.6	64
Cooperation with employment offices	31.8	47.1	40.10	56	63.5	58.2	48.4	62.4	53.6	54

Note: Percentages reflect graduates rating the need for improvement as high or very high on a 5-point scale from 1 (not at all) to 5 (very high extent).

As shown in Figure 23, 85.9% of graduates from the 2025 cohort reported that they would choose the same field of study again, up from 80.2% in 2024. Willingness to choose the same field of study or institution again has remained high and relatively stable since 2018, with the 2025 figure for field of study reaching its highest level over the 2018-2025 period.

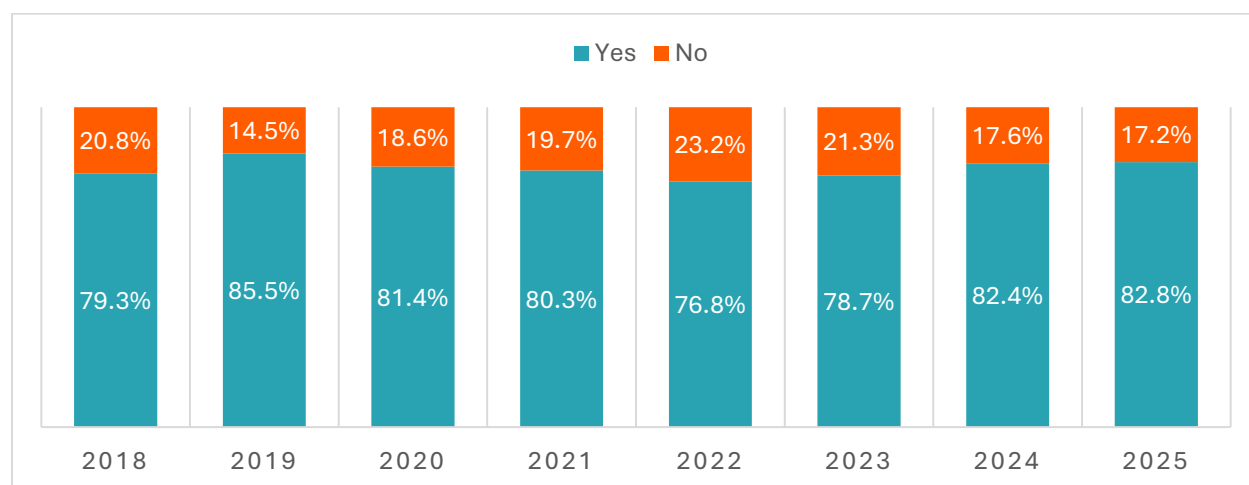
FIGURE 23: SHARE OF GRADUATES WHO WOULD CHOOSE THE SAME FIELD OF STUDY AGAIN, 2018-2025



Base: Same field of study, N (2025) = 583

Figure 24 presents graduates' willingness to choose the same school again. In 2025, 82.8% reported that they would choose the same institution again, indicating a continued high level of satisfaction with their vocational education experience.

FIGURE 24: SHARE OF GRADUATES WHO WOULD CHOOSE THE SAME SCHOOL AGAIN, 2018-2025



Base: Same school, N (2025) = 583

Table 12 summarises graduates' goals for the next two years. In 2025 the leading aims were starting their own business (47.5%, unchanged from 2024), obtaining a job more closely linked to their training (29.3%), getting employed irrespective of field (19.9%), and pursuing further studies (18.4%). Intention to emigrate abroad rose slightly to 11.3% from the 2024 low of 9.5%; plans to move to another city within the country remained very low (1.5%).

Over the years, entrepreneurial ambition has risen from 16.4% in 2016 to 47.5% in 2024-2025. Emigration intentions, after peaking above 25% in 2018-2021, have fallen to around 10-11%.

TABLE 12: GRADUATES' EMPLOYMENT AND EDUCATION/TRAINING GOALS FOR THE NEXT TWO YEARS, 2016-2025 (%)

	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
To get employed irrespective of the field	33.3	12.7	26.8	26.5	19.1	20.9	20.3	17	19.6	19.9
To get a job more closely linked to my area of study/training	3.3	31.1	31.5	33.7	34.1	31	26.0	27.4	27.3	29.3
To start my own business	16.4	17.1	20.8	26	30.9	37.8	41.1	44.6	47.5	47.5
To pursue further studies	13.9	27.3	25	19.2	19.0	19.6	13.9	13.7	16.9	18.4
To emigrate abroad	5.7	24.8	26.3	25.3	27.6	25.5	19.9	19.8	9.5	11.3
To migrate to another city in my country	33.6	0.8	1.5	1.2	1.1	1.9	1.2	1.6	1.9	1.5

Base: N (2016) = 122, N (2017) = 363, N (2018) = 400, N (2019) = 407, N (2020) = 554, N (2021) = 588, N (2022) = 577, N (2023) = 511, N (2024) = 516, N (2025) = 583.

Note: Percentages reflect graduates answering "Yes" to each goal.

III. Appendixes

Appendix A: Coverage of the provider-based tracer, cohort 2016-205

Cohort	Region	Provider	Respondents /Graduates	Response rate	% of total
2015-2016	Lezha	Kolin Gjoka	64/119	54%	49%
	Berat	Kristo Isak	40/49	82%	30%
	Vlora	Pavaresia	20/73	27%	15%
	Vlora	Tregtare	8/21	38%	6%
	SUBSAMPLE 1		132/263	50%	100%
2016-2017	Lezha	Kolin Gjoka	66/80	83%	18%
	Berat	Kristo Isak	8/8	100%	2%
	Vlora	Pavaresia	59/98	60%	16%
	Vlora	Tregtare	19/19	100%	5%
	Tirana	Gjergj Canco	121/201	60%	33%
	Shkodra	Hamdi Bushati	91/102	89%	25%
	SUBSAMPLE 2		363/508	71%	100%
2017-2018	Lezha	Kolin Gjoka	46/70	66%	11%
	Berat	Kristo Isak	70/72	97%	17%
	Vlora	Pavaresia	61/126	48%	15%
	Vlora	Tregtare	45/48	94%	11%
	Tirana	Gjergj Canco	121/201	60%	30%
	Shkodra	Hamdi Bushati	60/87	69%	15%
	SUBSAMPLE 3		403/604	67%	100%
2018-2019	Lezha	Kolin Gjoka	55/62	80%	14%
	Berat	Kristo Isak	22/23	96%	5%
	Vlora	Pavaresia	55/95	58%	14%
	Vlora	Tregtare	43/46	93%	11%
	Tirana	Gjergj Canco	176/241	73%	43%
	Shkodra	Hamdi Bushati	56/70	80%	14%
	SUBSAMPLE 4		407/537	76%	100%
2019 - 2020	Lezha	Kolin Gjoka	96/113	85%	17%
	Berat	Kristo Isak	39/40	98%	7%
	Vlora	Pavaresia	103/124	83%	19%
	Vlora	Tregtare	63/63	100%	11%
	Tirana	Gjergj Canco	165/208	79%	30%
	Shkodra	Hamdi Bush- ati	88/95	93%	16%
	SUBSAMPLE 5		554/643	86%	100%
2020 – 2021	Lezha	Kolin Gjoka	116/118	98%	20%
	Berat	Kristo Isak	38/38	100%	6%
	Vlora	Pavaresia	121/149	81%	21%
	Vlora	Tregtare	62/63	98%	11%

	Tirana	Gjergj Canco	158/187	84%	27%
	Shkodra	Hamdi Bush- ati	93/93	100%	16%
	SUBSAMPLE 6		588/648	92%	100
2021 - 2022	Lezha	Kolin Gjoka	107/110	97%	19%
	Berat	Kristo Isak	35/35	100%	6%
	Vlora	Pavaresia	101/125	81%	17.5%
	Vlora	Tregtare	61/61	100%	10.5%
	Tirana	Gjergj Canco	129/145	89%	22.3%
	Shkodra	Hamdi Bush- ati	144/144	100%	24.9%
	SUBSAMPLE 7		577/620	94%	100%
2022 - 2023	Lezha	Kolin Gjoka	78/80	97.5%	15.3%
	Berat	Kristo Isak	30/36	83.3%	5.9%
	Vlora	Pavaresia	79/93	84.9%	15.5%
	Vlora	Tregtare	57/58	98.3%	11.2%
	Tirana	Gjergj Canco	119/147	81%	23.3%
	Shkodra	Hamdi Bushati	148/151	98%	29%
	SUBSAMPLE 8		511/565	90.5%	100%
2023 - 2024	Lezha	Kolin Gjoka	74/75	98.7%	14.3%
	Berat	Kristo Isak	36/40	90%	7%
	Vlora	Pavaresia	79/98	80.6%	15.3%
	Vlora	Tregtare	39/42	92.9%	7.6%
	Tirana	Gjergj Canco	170/207	82.1%	32.9%
	Shkodra	Hamdi Bushati	118/122	96.7%	22.9%
	SUBSAMPLE 9		516/584	88%	100%
2024 - 2025	Lezha	Kolin Gjoka	74/74	100%	12.7%
	Berat	Kristo Isak	37/41	90.2%	6.3%
	Vlora	Pavaresia	73/85	85.9%	12.5%
	Vlora	Tregtare	54/54	100%	9.3%
	Tirana	Gjergj Canco	214/219	97.7%	36.7%
	Shkodra	Hamdi Bushati	131/131	100%	22.5%
	SUBSAMPLE 10		583/604	97%	100%

Data Availability

The aggregated data underlying this report are available upon request. For further information or access to the data, please contact:

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